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ABSTRACT

The research report provides information on recruits' military occupational preferences, match of military assignments to recruits' preferences, and changes that occur in these preferences between service entry and completion of basic training. Questionnaires were administered to recruits from four services just before classification interviewing and eight weeks later after initial military assignment. Small proportions of recruits' first choices were found to coincide with initial assignments in terms of Department of Defense (DOD) occupational groups. However, over 60 percent received assignments to DOD occupational areas to which they gave relatively high interest ratings. Perhaps, for this reason, most men expressed satisfaction with their initial assignments. Recruits considered the services did relatively well in getting and using information on aptitudes and educational background, but not so well on getting and using information on preferences and preservice work. Recruits need improved knowledge of the military work areas. Appended materials include: (1) the vocational preference questionnaire, Army after-assignment questionnaire, and Army optical scan answer sheet; (2) additional information on data collection procedures; and (3) the military occupational area and occupational group lists for Navy, Marine Corps, and Air Force. (Author/MW)

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AIR FORCE
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RECRUITS' MILITARY PREFERENCES AND THEIR ACCOMMODATION BY THE MILITARY SERVICES

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FOREWORD

This research report was prepared by the Human Resources Research Organization (HumRRO), Alexandria, Virginia, under Air Force Contract Number F41609-70-C-0037, Project 449905, Exploratory Development on the Impact of Military Service on Occupational Aspirations and Development of Skills. Mrs. Jeanne Fites, Manpower Development Division, Air Force Human Resources Laboratory Air Force Systems Command, served as Contract Monitor.

The research was conducted by HumRRO Division No. 7 (Social Science), with the Division Director, Dr. Arthur J. Hoehn, as Principal Investigator. This report was prepared under Phase II of the research effort; also published under Phase II was AFHRL-TR-72-16, which dealt with potential value and utilization in military assignments of recruits' civilian-acquired skills. Phase I dealt with the system of processes by which men enter the service, perform their assignments, leave the service, and make their transition back into the civilian economy; it was reported in AFHRL-TR-71-15.

The research described herein was conducted during the period October 1970 to December 1971. The manuscript was released by the authors in December 1971, for publication as an AFHRL (MD) Technical Report. No copyrighted materials are contained in the report.

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The technical report has been reviewed and is approved.

George K. Patterson, Colonel, USAF
Commander

ABSTRACT

The principal objective was to provide information on recruits' military occupational preferences, match of military assignments to recruits' preferences, and changes that occur in these perferences between service entry and completion of basic training. Questionnaires were administered to recruits from four services just before classification interviewing and eight weeks later after initial military assignment. Small proportions of recruits' first choices were found to coincide with initial assignments in terms of DOD Occupational Groups. However, over 60% received assignments to DOD Occupational Areas to which they gave relatively high interest ratings. Perhaps, for this reason, most men expressed satisfaction with their initial assignments. Recruits considered the services did relatively well in getting and using information on aptitudes and educational background, but not so well on getting and using information on preferences and preservice work. Recruits need improved knowledge of the military work areas.

SUMMARY AND IMPLICATIONS

PROBLEMS

The Armed Forces have long recognized the importance of considering individuals' job preferences and interests in making assignments. To the extent that recruits have formed occupational preferences, alignment of service assignments with such preferences can reasonably be expected to be of benefit in terms of higher job satisfaction, fewer disciplinary problems, greater likelihood of making a career of the military, and increased probability that men leaving service will use their service-acquired skills to the benefit of the civilian economy. The objective of the research reported here was to provide information concerning (a) the nature of recruits' military occupational preferences, (b) the degree to which such preferences are now accommodated by the services, and (c) some of the possible benefits that could derive from increased accommodation of recruits' preferences and interests.

METHOD

Information was collected on male recruits, with no prior military service, during the period of March through June 1971. The data collection locations included two Army sites (Fort Knox, Kentucky and Fort Dix, New Jersey), one Navy site (Naval Training Center, San Diego, California), one Marine Corps site (Marine Corps Recruit Depot, San Diego, California), and one Air Force site (Air Force Recruit Reception and Basic Training Center, Lackland Air Force Base, Texas).

The data reported here were obtained from two questionnaires. One of these was administered to recruits near the beginning of basic training (Time 1, or T1), the other near the end of basic training after the previously queried recruits had been notified of their initial assignments (Time 2, or T2).

A total of 7,015 recruits, about 1,000 to 1,600 from each location, completed the first questionnaire. At each location, about 1,000 men were designated for follow-up after assignment; about 3,800 men actually completed the second questionnaire.

FINDINGS AND IMPLICATIONS

Military Job Preferences of Entering Personnel

The descriptive information obtained in this exploratory study on military job preferences is in terms of the military occupational structure. The classification used is the DOD Occupational Conversion Table (Enlisted) issued quarterly by the Office of the Assistant Secretary of Defense for Manpower and Reserve Affairs. This schema has three category levels—Occupational Area (1-digit), Occupational Group (2-digit), and Occupational Subgroup (3-digit). The present research used the first two levels, area and group. There are nine Occupational Areas and these are subdivided into over 60 Occupational

Groups. A listing of the Areas and Groups in which there are Army Military Occupational Specialties is found in the Appendices.

At the Occupational Area level, respondents indicated their first choice and, in addition, gave an interest rating on a five-point scale for each area. At the Occupational Group level, men simply indicated their first choice group within their first choice area.

At all locations, the most preferred area, in terms of both percentages of first choices and mean interest ratings, was the Electrical/Mechanical Repairmen Area (6). In the four locations that had jobs in the Medical and Dental Area, this area was invariably one of the two least preferred.

With respect to between-location differences, one which stands out strongly is the relatively high mean rating and the high proportion of first choices given to the Combat and Seaman Area by Marine Corps personnel. Another is the exceptionally low mean rating and proportion of first choices given to the Service and Supply Area by Navy personnel.

At each location, the two Occupational Area preference indices (mean ratings and percentages of first choices) give much the same picture. There are a few exceptions. Thus, at the two Army locations, Fort Dix and Fort Knox, Occupational Area 0 (Combat and Seaman) had a very low mean interest rating, but received a moderately high proportion of first choices. In the Marine Corps, Occupational Area 5 (Administrative Specialists and Clerks) received a very low ranking in terms of mean interest ratings, but a medium ranking on the basis of number of first choices.

The results show that 10 or 11 of the 67 Occupational Groups account for more than half of all the first choices. Of these most frequently chosen job groups, only two appear in the lists of the most commonly preferred groups for all five locations: Aircraft Electrical/Mechanical Equipment Repairmen and Automotive Electrical/Mechanical Equipment Repairmen.

The information on preferences has some significant practical implications for recruiting. Information on the distribution of military vocational preferences and interests, along with data on the requirements of the military services, provides a partial basis for planning recruiting approaches and appeals. One relevant implication is that, while many men have preferences and aspirations for military jobs that are relatively exotic and have high status in the civilian society, large numbers of potential recruits—perhaps a majority—have more modest aspirations, such as learning a skilled trade that is marketable in the civilian economy. In general, the distribution of choices across Occupational Groups is viewed as reflecting a considerable degree of realistic thinking on the part of men who have just entered the military service.

The importance that men place on getting the type of job they want is indicated by the sizable proportion who say they would be willing to extend their period of military obligation to obtain a guarantee of their preferred military assignment. During the early period of service, when most men have no specific enlistment commitment, they are concerned about the kind of job assignment they will receive after basic training. If we accept what they say, a high proportion of men in this situation would be willing to accept longer tours of service to remove the uncertainty and obtain a type of military job consistent with their interests. Whether the military services could, or should, take advantage of this kind of motivation is a complex question, but one which appears to deserve further study.

In general, information obtained from recruits on such items as when job preference decisions were made and how much recruits know about their preferred jobs suggests that most of the recruits' expressed preferences were based on prior consideration and some knowledge of the jobs they said they preferred. However, except for the Air Force sample, almost one in five recruits indicated that up to the time they were asked to complete the first questionnaire, they had not yet decided on their preferred military job. The number giving this kind of response in the Air Force was one out of seven. Even higher proportions of men said they knew little about the jobs they marked as their preferred jobs.

COMPARISON OF MILITARY OCCUPATIONAL PREFERENCES BEFORE AND AFTER BASIC MILITARY TRAINING

Analyses were made to examine the degree of stability in preferences and interest ratings from T1 and T2 and to identify the kinds and extent of changes that occurred.

Comparison of T1 and T2 First Choices by Location and Occupational Areas (Grouped Data)

Using group data, comparisons of the T1 and T2 first choices show no reliable changes in two locations, Army (Fort Dix) and Air Force (Lackland). Only a few changes are found at the other locations. Marine Corps (San Diego) showed a sizable upward shift in first choices given the Service and Supply Area, a modest increase in first choices given the Communications and Intelligence Area, and modest decreases in first choices for the Electrical/Mechanical Repairmen and Craftsmen Areas. The major shifts in the Navy (San Diego) group are an increase in percentage of first choices for the Electrical/Mechanical Repairmen Area and a decrease for the Combat and Seaman Area. At Army (Fort Knox), there is a modest increase in first choices for the Electronic Repairmen Area and a similar decrease in the Combat and Seaman Area.

In summary, the grouped data show few major changes in percentages of first choice area from T1 to T2. For none of the Occupational Areas is there a consistent major shift in percentage of first choices across all locations.

Comparison of T1 and T2 Mean Interest Ratings by Location and Occupational Area (Grouped Data)

Within locations, the mean interest ratings by Occupational Area also tend to be much the same at T1 and T2. The largest decreases are found in the Combat and Seaman Area (at Army, Fort Knox and Fort Dix, and Navy, San Diego). Modest increases are found in mean interest ratings of the Electronic Repairmen Area at three locations (Army, Fort Knox; Navy, San Diego; and Marine Corps, San Diego). In general, the similarities in the mean interest ratings at T1 and T2 within-locations are more striking than are the differences.

Comparisons of the T1-T2 changes across locations but within Occupational Areas also show few general trends. Foremost is the finding that mean interest rating for the Combat and Seaman Area is lower at T2 than at T1, although the changes are not reliable (statistically) for the Air Force or Marine Corps. There are upward shifts for the Electronic Repairmen Area and the Communications and Intelligence Area at all locations except Air Force, Lackland where initial mean interest rating was already quite high at T1. Also, there is a slight upward shift in mean interest ratings for the Medical and Dental

Area at all locations where it is available (i.e., Marine Corps excepted), but the ratings for this area remain relatively low compared to almost all other areas.

Analyses of Individual Changes in First Choices

Although the grouped data show few major shifts in percentages of first choices, a sizable proportion of individuals changed their choices from T1 to T2 as reflected in their questionnaire responses. The percentage of individuals who chose the same first choice Occupational Area at both time points was 61% for all recruits at all locations, the range in percentage of T1-T2 being from 55-67% across locations. At the 2-digit (Occupational Group) level, the percentage of T1 to T2 matches is about 45% for all respondents, ranging from 38-49% across locations.

Thus, the stability of first choices from T1 to T2, when examined in terms of individual changes, may be viewed as only moderately high at the Occupational Area level and rather low at the Occupational Group level. The considerable level of instability of individual first choices from T1 to T2 may be interpreted to imply that first choices expressed at T1 deserve less attention in the assignment process than they would if such choices were more stable.

However, it is worth noting that stability in individual first choices of Occupational area varied in relation to what the T1 first choice area was. At one extreme, over 70% of the men who originally chose Area 5 (Administrative Specialists and Clerks) also chose this area at T2; at the other extreme, only about 45% of the men who originally chose Combat and Seaman chose this again at T2. Relatively high proportions of men changed their first choice away from Combat and Seaman, Communications and Intelligence, Craftsmen, and Service and Supply, while relatively small proportions of men changed their first choices away from Administrative and Clerks, Electrical/Mechanical Repairmen, Electronic Repairmen, and Medical and Dental.

Relatively few men shifted from another first choice to Combat and Seaman. The areas to which men shifted their choices, when they did shift, also seem to be related to first choice area at T1. For example, men who shifted their preference from the Electronic Repairmen Area were more likely to change to the Electrical/Mechanical Repairmen Area than to any other area, and were less likely to shift to Service and Supply, Combat and Seaman, and Medical and Dental. Thus the shifts in first choice area seem to have a pattern rather than being purely random. Dimensions that may explain such shifts include Combat-Other than Combat, and the extent to which the types of work done in the several areas are viewed as similar or dissimilar.

ACCOMMODATION OF PREFERENCES AND INTERESTS IN MAKING INITIAL MILITARY ASSIGNMENTS

Accommodation of Preferences in Terms of First Choice Area and First Choice Group

In terms of first choice area, the highest percentage of matches between assignments men want and assignments they receive was in the Air Force, where the proportion was 47%. The corresponding values for the other locations were found to be about 40% for Army, Fort Dix and Navy, San Diego; 32% for Army, Fort Knox; and 22% for Marine Corps, San Diego. Thus, even at the area level, the probability that a recruit's initial assignment will match his T1 first choice is found to be less than .50, and it approaches this value only for the Air Force sample.

The percentages of matches found at the Occupational Group (2-digit) level were as would be expected, lower than at the more gross area (1-digit) level. The percentages of matches at the 2-digit level were about 27% for Army, Fort Dix; about 10% for Marine Corps, San Diego; and about 20% at the other locations. Thus at the *group* level, obtained results showed initial assignments matched first choices in only about one of five cases, and in the Marine Corps sample, such matches were found in only about one in ten cases.

In review of these findings, an independent analysis, which was made by the Department of the Army, suggests that the above cited survey results underestimate considerably the extent of actual accommodation of first choices. (See footnote 8, page 38.) However, further study would be needed to determine the sources of the discrepancy between the results of the present survey and the Department of the Army findings based on data developed by other means.

Accommodation of Preferences in Terms of Area Interest Ratings

As another basis for estimating the degree of accommodation of preferences in making initial assignments, comparisons were made between the T1 interest ratings that men gave their first choice Occupational Area and to the Occupational Area of their initial assignments. The picture presented by these results is much more favorable than that given by matches of first choices. For all services, over 60% of the men were assigned to Occupational Areas for which their interest ratings were within one scale point of the T1 interest ratings they gave to their first choice area. The highest percentage (70%) was in the Air Force.

Accommodation of First Choices and Interest Ratings at T2

During analysis, it was noted that in many instances men were shifting their first choices from T1 to T2 to bring them into correspondence with actual assignment. A similar phenomenon appeared to be occurring with regard to interest ratings. Thus, if T2 first choices and interest ratings are used, one finds a markedly higher correspondence of preferences and interests in initial assignments than is the case where T1 choices and interest ratings are used in the analysis.

The tendency to shift first choices to match military assignment is found at all locations. The result is that at T2 over half the personnel have a match at the 1-digit (Area) level in the Navy and Air Force, about 45% have a match in the Army groups, and about 37% have a match in the Marine Corps group. The 2-digit (Group) matches rise to about 23% in the Marine Corps, to between 30 and 40% in the Army and Air Force locations, and to about 45% in the Navy.

The same kind of changes occur in area interest ratings. At T2, over two-thirds of the men at all locations received Occupational Area assignments to which they gave interest ratings of not more than one scale point below their first choice area.

The changes in first choices to bring about a higher proportion of matches between first choices and actual assignment, and the changes in interest ratings to bring about a smaller average discrepancy between interest ratings of first choice area and of assignment area cannot be explained on the basis of available information. It may be that military job counseling and career field orientation which took place between the two time points at which data were collected brought about greater congruence between organizational needs and personal interests and preferences. Another explanation might be found in what is called "dissonance reduction." Many of the men, not having strongly developed vocational interests and preferences, but knowing that they will be committing two or more years of their lives to the kind of job to which they are assigned, may alter their expressed preferences and level of interest so as to bring out greater congruence between assignment and what they had initially said they wanted or were interested in. Perhaps both of these, as well as other unknown factors, contributed to the observed changes.

Recruits' Confidence in and Satisfaction With the Assignment Process

Recruits' T1 responses to two items in the Vocational Preference Questionnaire are interpreted to mean that the large majority of recruits had considerable confidence in the assignment processes. To a question on how much effort they thought would be made to match their assignment to their qualifications, about 80% either said they had already been guaranteed an assignment of their choice or believed that substantial effort would be made to give them assignments matching their qualifications. In services other than the Army, over 70% of the men thought they would, or probably would, receive their preferred assignment. The percentages giving these responses were lower in the Army locations, probably because of the sizable proportion of Army personnel who were inducted rather than enlisted.

Information from the T2 questionnaire (administered near the end of basic training and after the men had been informed of their assignments) indicates that the recruits believe the services do relatively well in getting information on aptitudes and on education, but relatively poorly in getting information on interests and preferences and on civilian-acquired skills. Ratings on performance of the services in providing information on military jobs were also relatively low. These are aspects of the assignment process in which the recruits think there is the most room for improvement.

The finding that the recruits think that the services do a relatively poor job of providing information on military occupations or jobs ties in with the finding that many of the men knew little about the Occupational Areas or Groups they selected as their first choices. Apparently many felt they had not received an adequate orientation to military career fields or jobs.

If the services move to an all volunteer or a zero-draft force, increased emphasis will probably have to be placed on accommodating interests and preferences of incoming personnel. This means greater importance in helping recruits make choices among occupations or jobs. Such choice processes can be meaningful only when the individuals entering the service are adequately informed regarding the military world of work. It does not seem too early to establish improved methods of informing incoming men about the military world of work.

IMPORTANCE OF ACCOMMODATING PREFERENCES OR INTERESTS

Satisfaction With Initial Assignments

The immediate reactions that men expressed toward their initial assignments were favorable rather than unfavorable. Asked how they regarded their assignments, over three-fourths of the men said they were satisfied, and over one-third said they were very satisfied. Only about one-fourth gave an unfavorable response—either dissatisfied, or very dissatisfied. Thus, at least for those men who negotiated basic training successfully and on schedule, the reactions reflect favorably on the current assignment processes.

The generally high level of satisfaction that men express toward their assignments may seem surprising in view of the sizable percentages who received assignments that did not match first choices even at an occupational area (1-digit) level. The answer seems to be found in the very high proportions of men who received assignments to areas and—although the data necessary to verify this were not collected—also to occupational groups in which they had a relatively high level of interest. Expression of satisfaction toward a particular assignment is not contingent upon a man's receiving his first choice. At least for those without specific occupational, school, or job enlistment commitments, satisfaction can usually be expected if the initial assignment is one in which the man had a relatively high level of interest.

One slightly discordant note is that at some locations, many men did not know whether their initial assignment was to a school or to on-the-job training. This raises some question as to how well men are actually able to interpret the information they are given about their initial assignment. The information is usually conveyed in the form of formal orders. During data collection, when it was found at one location that many men had difficulty in understanding the nature of their initial assignments, steps were taken to supplement the information in the orders with simpler, clear statements. This action would appear worthy of consideration by all the services.

Relationship Between Degree of Match in First Choice Assignment, and Satisfaction With Assignment

While men did not need to receive an assignment matching their first choice at either the area or group level in order for them to express satisfaction with initial assignment, the proportion of men expressing satisfaction varied in relation to the degree of match between first-choice assignment (as expressed at T1) and actual initial assignment. In general, men who received an assignment that matched their first choice at the Occupational Group (2-digit) level were more likely to express satisfaction with their assignment than men who received an assignment that matched their first choice only at the Occupational Area (1-digit) level. Similarly, men who received an assignment that matched their first choice at only the Occupational Area level were more likely to express satisfaction with assignment than were men who received an assignment that did not match their first choice even at the area level.

Relationship Between T1 Interest Ratings of Occupational Area and Satisfaction With Assignments

The expected relationship—namely, the higher the interest rating, the greater the satisfaction with initial assignment—was obtained at each of the five locations. Thus, despite the shifts that occurred in first choices and in interest ratings between T1 and T2, the shifts are not so great as to eliminate potential contribution of the T1 responses in predictions of satisfaction with initial assignments.

Relationship Between Satisfaction With Initial Assignment and Intention To Make a Career of Military Service

Comparison of the T1 and T2 responses to an item concerning intention to make a career of the military service shows no general upward or downward shift in such intentions for four of the five locations. The exception is the Marine Corps, San Diego group, where there is a significant rise in the expectation of making a career of military service. The most common response to the question regarding intention was "Don't know;" that is, a high proportion of men indicated that they are not leaning one way or the other.

Army personnel were less favorable toward a military career than men of the other services. In the Army samples, almost 30% of the men said they definitely would not make a career of the service, as compared with less than half this percentage giving this response in any of the other service samples. Even in the Army groups, a large majority of men have not completely rejected the choice of a military career.

For each location, a test was made of the hypothesis that satisfaction with initial assignment will tend to influence men to look with increased favorableness toward a military career and that dissatisfaction with initial assignment will tend to have the opposite effect. Results in the expected direction were found for four of the locations, the exception being the Marine Corps, where satisfaction with initial assignment had no apparent relationship with career plans.

In general, the results are consistent with the hypothesis that increased interest in a military career is likely to accompany high satisfaction with initial assignment, while decreased interest in such a career is likely to be paired with dissatisfaction with initial assignment.

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Section I

INTRODUCTION

MILITARY PROBLEM AND OBJECTIVES

Men entering the military service from civilian life bring with them motivations that have been developed and shaped by formal and informal educational and work experiences provided by the civilian society. To the extent that the motivations of the individuals and the needs of the services are aligned, one might expect this to benefit the services in the form of higher job satisfaction, fewer disciplinary problems, greater likelihood of men deciding to make a career of the military, and increased probability that men will make use of their service-acquired skills when they return to civilian life.

The military services have developed and implemented a variety of approaches and techniques for capitalizing on the motivational potential of individual interests and job preferences. In their enlistment, classification, and assignment procedures, the services clearly recognize the potential importance of job preferences. This is reflected in the form of options and guarantees for those who enlist, and in the elicitation of preference information from those who are inducted.

There are, to be sure, major variations among the military services in the treatment of stated preferences. Although all the services make concerted efforts to accommodate preferences of potential enlistees as one of the major inducements to enlist, the number and kinds of options or guarantees offered enlistees vary considerably from service to service. Inductees and enlistees who enter the military with no specific guarantee generally have the opportunity to make their preferences known in connection with the classification interviews. The services differ greatly on the weight they attach to these expressed preferences. The Army records the individual's preferences and the interviewer's recommendation; the interviewer's recommendation, rather than the individual's stated preference, enters into the automated assignment process, although the interviewers may well adjust their recommendations to the individual's preferences as long as the man meets the qualifications for his preferred job. The Air Force uses preferences among available occupational or career fields in the computation of Qualification Scores that are used to determine initial assignments. In the Navy, as in the Army, preferences are considered as a factor in determining interviewer recommendations. The Marine Corps considers preferences, to some degree, in instances where the man is judged to be fully qualified to work in the job area that he prefers.

While there is general information on the significance given to preferences, more specific information about the nature and importance of occupational preferences is needed if the potential value of greater accommodation of preferences is to be assessed. Thus, the general military objective of the present research is to provide this kind of information.

This report is part of project RELAY, The Impact of Military Service on Occupational Aspirations and Development of Skills, that concerns the linkages and interactions of the military and civilian manpower systems with reference to the inputs that the civilian system makes to the military system, and the contributions the military system makes to the civilian economy in creating a large pool of trained manpower with job skills transferable to the civilian sector.

Phase I of the project consisted of an analysis of the systems of arrangements and processes by which men enter the military services and move into their initial assignments, and a similar analysis of the arrangements and processes by which men leave the services and make their transition into the civilian economy.[1]

Phase II of the project is concerned with the extent to which the Armed Forces utilize occupational or vocational skills and preferences that men have when they enter the service, and the extent to which occupational and educational goals and preferences at time of entry are influenced by the initial classification and assignment processes. Phase II will be presented in three reports. The first report is published.[2] This report concerns recruits' occupational or vocational preferences and the extent to which the services accommodate such preferences. The third report is planned to cover the influence of initial classification and assignment upon occupational plans and preferences.

Phase III of the over-all project will present results of a survey of the post-service educational and vocational plans and aspirations of first-tour personnel who are nearing their departure from the service.

RESEARCH PROBLEM

Little research has been conducted on military job preferences that are framed in terms of the military occupational structure. This is perhaps surprising, because it is in terms of military occupational areas and jobs that recruits must state their preferences and make their choices. Classification and assignment research has centered largely on the potential predictive value of inventories of personal values and interests. It is likely that recruits view such inventories as somewhat distant from actual occupational or job choices. Opportunity to express preferences in terms of occupations or vocations may reasonably be expected to give the individual the feeling that his job preferences have a direct part in determining the kind of job training and work experience he will be assigned during military service. To the extent that the services can actually align assignments with preferences, when consistent with other indicators of success and interest, the effects on motivation and morale should be positive.

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[1] Francis D. Harding, and John A. Richards. *A Descriptive Analysis of the Classification, Assignment, and Separation Systems of the Armed Forces*, Technical Report AFHRL-TR-71-15, Manpower Development Division, Air Force Human Resources Laboratory, Brooks Air Force Base, Texas, May 1971. Also published as HumRRO Technical Report 71-8, May 1971.

[2] Arthur J. Hoehn, Thurlow R. Wilson, and John A. Richards. *Recruit's Civilian Acquired Skills: Their Potential Value and Their Utilization in Initial Military Assignments*, Technical Report AFHRL-TR-71-16, Manpower Development Division, Air Force Human Resources Laboratory, Brooks Air Force Base, Texas, November 1971.

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In considering the problems and issues bearing on the characteristics of recruits' occupational preferences, attention in this research is focused on the following subproblems:

(1) What are the military job preferences of [illegible] first-tour personnel?

(2) How stable are job preferences over the period of basic military training? What kinds of changes occur?

(3) To what extent do initial military assignments match stated occupational preferences?

(4) To what extent is matching of initial military assignment related to satisfaction with initial assignment and attitude toward a career in the military?

In brief, the research problem was to obtain the present information bearing on these questions. The research methods and instruments used and the data collection process are described in Section II of this report. Analyses and results are presented in Section III, followed by a discussion of implications in Section IV.

Section II

DATA COLLECTION

OVERVIEW

Information on male recruits without prior service was obtained from four military services before the completion of basic training. From March through June 1971, military personnel collected data with HumRRO assistance at five locations: San Diego Naval Training Center, San Diego, California; San Diego Marine Corps Recruit Depot, San Diego, California; Lackland Air Force Base, Texas; Fort Knox, Kentucky; and Fort Dix, New Jersey.

The data collected included—

(1) Answers to a questionnaire comprising items concerned with military job preference, vocational plans and aspirations, intentions to make a career of the military, opinions of the assignment process, and other matters (most of which are not directly relevant to the present report).

(2) Information from the recruits' official records: Armed Forces Qualification Test (AFQT) score, enlistment commitment, and initial military assignment.

(3) Answers to a second questionnaire completed by selected recruits near the completion of basic training, after they had been notified of their assignment. This questionnaire dealt with the same topics as the one the recruits had filled out about eight weeks before, and also elicited opinions upon the assignment received and the assignment process.

The first questionnaire—the Vocational Preference Questionnaire, or VPQ—was completed by a total of 7015 recruits, with approximately 1000 to 1600 coming from each location. At each location, approximately 1000 men were designated to be followed up after assignment and about 3800 men actually completed the second questionnaire—the After-Assignment Questionnaire, or AAQ.

This section provides a more detailed description of the data collection—the sampling of recruits, the kind of information collected, and the procedures followed in gathering the data. Appendix I presents data collection instruments for the Army; Appendix II gives additional details on data collection procedures; and Appendix III presents Occupational Area and Group lists for the Navy, Marine Corps, and Air Force. Limitations of the methods used in obtaining the data are discussed at the end of this section.

SAMPLING OF RECRUITS

The sample of recruits consisted of men without prior military service entering the military services, excluding those who entered the military service for National Guard or Reserve training.

Five sites for military basic training, representing the four services, were selected for obtaining the recruit sample. The sites selected and the total number of basic training sites for each military service are as follows:

Service	Site Selected	Total Basic Training Sites
Army	Fort Knox, Kentucky Fort Dix, New Jersey	9
Navy	San Diego, California	3
Marine Corps	San Diego, California	2
Air Force	Lackland Air Force Base, Texas	1

The selection of only five sites was due to practical limitations in arranging military support and providing training and supervision for data collection.

The survey had several purposes, only one of which was to provide information on recruit preferences. One of the other major objectives was to determine the kinds of military-relevant job skills men have when they enter service, and the extent to which such skills are utilized by the services in making initial assignments. Thus, for purposes of sampling, men were categorized as having civilian work experience relevant to military jobs (CAS) or not (non-CAS.) The way in which CAS and non-CAS were sampled affected the characteristics of men for whom after-assignment information was obtained in the present study of preferences. It is necessary to present information on sampling by CAS and non-CAS personnel before and after assignment in order to understand why, in an analysis involving computation of population estimates, disproportionate representation of CAS and non-CAS personnel had to be taken into account.

For each of the five locations, there was a fixed quota of 400 CAS men and 400 non-CAS men for whom all data were to be obtained. The number 400 was selected because this is the number of cases required to give a reliability of ±5% for 95% confidence interval, p=.5 in an infinite population. If the actual true proportion differs from .5 or if the population is considered to be finite, fewer than 400 cases are required for reliability of ±5%.[3]

A quota of 400 CAS and 400 non-CAS men from whom all data were to be obtained meant that more than 800 men would have to be given the initial questionnaire at each location.

After administering the initial questionnaire (the VPQ), it was necessary to designate the men for whom additional data were to be obtained. Each day, a number of non-CAS men, approximately equal to the number of CAS men, were designated for follow up. Table 1 shows the number of CAS and non-CAS men designated to be followed up for each location.

The After-Assignment Questionnaire was actually administered in the various locations to 65-88% of the men scheduled for follow up (Table 2). From information provided by the project officers at each location, it appears that the majority of the men absent from after-assignment testing had failed to complete basic training and/or did not

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[3] H. Arkin, and R. Colton. *Tables for Statisticians*, Barnes and Noble, New York, 1950, Table 19, pp. 136-137.

Table 1

Number of CAS and Non-CAS Recruits Designated for Follow-Up After Initial Questionnaire

Location	CAS Follow-Up		Non-CAS Follow-Up	
	Yes	No	Yes	No
Army				
Fort Knox	433	244	424	461
Fort Dix	465	117	486	499
Navy				
San Diego	439	0	466	307
Marine Corps				
San Diego	397	0	629	45
Air Force				
Lackland	723	1	686	193

Table 2

Numbers of After-Assignment Questionnaires

Questionnaire Data	Army		Navy	Marine Corps	Air Force
	Fort Knox	Fort Dix	San Diego	San Diego	Lackland
Number of men scheduled to fill out After-Assignment Questionnaire	857	951	905	1026	1409
Number of men filling out After-Assignment Questionnaire	669	685	792	736	920
After-Assignment Questionnaire matched to Vocational Preference Questionnaire	613	642	737	555	883
After-Assignment Questionnaire matched to Vocational Preference Questionnaire (prior service deleted)	609	626	726	548	864

receive an assignment on schedule. When After-Assignment Questionnaires were matched to the Vocational Preference Questionnaire by means of Social Security numbers (SSAN), there was a further loss in number of cases amounting to 5-15%, depending upon location. Finally, a few additional cases were eliminated because the men stated that they had had prior military service.

KINDS OF INFORMATION SOUGHT AND PROCEDURES FOR COLLECTING

Information relevant to the present report was collected from questionnaires on job preferences and plans filled out by recruits at the beginning and end of basic training, and from information on official records.

Vocational Preference Questionnaire (VPQ)

The VPQ was administered to groups of 150 to 200 recruits during their first or second week in the service (referred to hereafter as Time 1 or T1). For each section of the questionnaire, an administrator, usually a noncommissioned officer (NCO), read instructions and comments on examples from a script, while the recruits followed the instructions and examples in their questionnaire booklet. Then the recruits marked their answers on an optical-scan answer sheet, while proctors circulated to assist in filling out the answer sheet. When all had finished answering the section, the administrator read instructions for the next section. The questionnaire required 60 to 90 minutes to administer. When a recruit indicated that he had finished answering the questionnaire, a proctor checked over his answer sheet to make sure that all questions had been answered and that the sheet had been correctly marked for optical scanning. If necessary, the proctor returned the answer sheet to the recruit for correction or completion.

The VPQ was to be administered to a recruit before he had his classification interview and before he received formal instruction on military jobs. The exact day the recruits in the four services filled out the questionnaire depended upon schedules at reception and training stations. In all cases, administration of the VPQ occurred within the recruit's first two weeks in the military service.

In the Marine Corps, the classification interview occurs on the first day, and it was not feasible to schedule the administration of the VPQ prior to this interview. This deviation from the requirement was deemed unimportant, because during the Marine Corps classification interview no information is given about Marine Corps jobs and no preferences are elicited.

A copy of the VPQ is presented in Appendix I, and the kinds of information sought by using it are listed in Appendix II.

Information Obtained From Official Records

The following information from official records was entered on the recruit's optical scan answer sheet by clerks at each military location:

(1) Recruit's AFQT score—2-digit

(2) Recruit's enlistment commitment—the code of each service was used

(3) Recruit's actual assignment—the code of each service was used

The information from records was requested only for those men who were designated for follow up with the After-Assignment Questionnaire.

After-Assignment Questionnaire (AAQ)

The AAQ was administered at the end of basic training after the men had received their assignments (referred to hereafter as Time 2 or T2). All men had filled out the VPQ approximately eight weeks before. The administration procedures were the same as those for the VPQ, and the same kind of optical scan answer sheet was used. A copy of the AAQ is presented in Appendix I, and the kinds of information sought are listed in Appendix II.

A major difficulty respondents had in filling out the AAQ was in coding their assignment in DOD code. This was due largely to the fact that many did not understand the occupational specialty codes used to designate assignments in the respective Services. At Fort Knox, the difficulties in coding assignment into DOD codes were handled by developing a list of MOSs with DOD codes for use by proctors. A check of official assignments recorded by the clerk in MOS, AFSC, or NEC against the assignment marked by the recruit in the DOD code indicated a low error rate for Navy, Army (Fort Knox), and Air Force, but a high error rate for Army (Fort Dix) and Marine Corps. For every AAQ answer sheet from Fort Dix and Marine Corps, the DOD coding was checked and corrected if necessary.

LIMITATIONS OF DATA-GATHERING PROCEDURES

The data-gathering procedures have several important limitations that affect inferences based upon the data.

Because only five military locations were sampled, generalizations applying to all recruits of each service should be made only with caution. The Air Force is the only service for which one can be confident that the sample is representative of all recruits entering during the data collection period. Also, the time period in which the data were gathered affects the type of recruits studied. Civilian job experience, educational level of recruits, and other factors such as draft quotas vary markedly according to the time of year.

Many recruits in the Army and Marine Corps appeared to have only a vague or inaccurate idea of what their actual assignment was. When this was the case, the value of opinions expressed by these recruits concerning their actual assignment is adversely affected.

When T1 (Before Assignment) and T2 (After Assignment) questionnaires were matched, a number of cases were missing. The major sources of the loss of cases were failure to graduate from basic training as scheduled and mistakes made in recording social security numbers. A mistake in social security number meant that it was not possible to match T1 and T2 questionnaires, since the SSAN was the basis of matching. For these reasons and because of the differences in representation of CAS and non-CAS at T1 and T2, the characteristics would be expected to differ. Table 3 provides a basis for comparing the total T1 and T2 samples. Examination of the obtained values indicates that the T2 samples tend to be slightly more competent as reflected in educational level and AFQT scores. In addition, as compared with the T1 samples, the T2 samples tend to have lower proportions of men below 19 years of age and slightly higher proportions of Whites. However, the only statistically significant differences are in percentage of non-high school graduates for Fort Dix ($\chi^2 = 11.7$, 1 *df*, $p<.001$) and for Marine Corps, San Diego ($\chi^2 = 10.8$, 1 *df*, $p<.001$), and percentage below 19 years of age for Fort Dix ($\chi^2 = 17.1$, 1 *df*, $p<.001$). For all the other variables and locations, the results in Table 3 are consistent with the hypothesis that the T1 and T2 samples for each service are random samples from the same service population.

Table 3

Description of Total Samples at T1 and T2 as Regards Education, Age, AFQT, and Race

Variable	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	T1 (N=1562)	T2 (N=609)	T1 (N=1567)	T2 (N=626)	T1 (N-1212)	T2 (N=726)	T1 (N=1071)	T2 (N=548)	T1 (N=1603)	T2 (N=864)
Education										
Non-high school graduate (%)	35.1	32.0	43.8	34.5	21.3	17.4	57.2	47.5	18.8	16.5
Age										
Below 19 (%)	20.3	20.3	42.9	31.6	47.3	44.3	58.7	54.8	32.9	30.1
Over 20 (%)	15.4	14.0	24.9	20.2	7.8	7.8	8.5	7.9	14.3	14.3
AFQT										
Mean	49.8	51.2	52.8	54.0	62.9	63.9	50.4	55.2	54.5	57.3
Standard Deviation	23.9	23.6	24.3	24.3	24.4	23.2	22.2	21.7	25.1	24.5
Race										
White (%)	92.3	93.7	78.2	82.1	90.9	91.2	85.5	85.5	78.1	79.9

Section III

ANALYSIS AND RESULTS

RECRUITS' OCCUPATIONAL PREFERENCES AT TIME OF ENTRY TO SERVICE

Preferences by Occupational Areas

Recruits were asked to make interest ratings on a 5-point scale for each of the DOD Occupational Areas at T1. A rating of 1 was labeled "Low interest" and a rating of 5 was rated as "High interest." The means and standard deviations of the interest ratings are presented, by location, in Table 4.

Table 4

Interest Ratings of DOD Occupational Areas, Before Assignment

DOD Occupational Area	Army				Navy		Marine Corps		Air Force	
	Fort Knox (N=1562)[a]		Fort Dix (N=1567)[b]		San Diego (N=1211)		San Diego (N=1068)[c]		Lackland (N=1603)	
	Mean	SD[d]	Mean	SD[d]	Mean	SD[d]	Mean	SD[d]	Mean	SD[d]
0 COMBAT & SEAMAN	2.0	1.4	2.1	1.5	2.5	1.4	2.8	1.6	1.7	1.1
1 ELECTRONIC REPR	2.6	1.4	2.8	1.5	2.8	1.5	2.6	1.4	2.8	1.4
2 COMMUN & INTELL	2.5	1.3	2.7	1.4	2.8	1.4	2.7	1.4	2.9	1.9
3 MEDICAL & DENTAL	2.0	1.3	2.0	1.3	2.0	1.3	1.8	1.1	2.2	1.4
4 OTHER TECHNICAL	2.7	1.5	2.6	1.4	2.6	1.4	2.6	1.4	2.7	1.4
5 ADMIN & CLERKS	3.0	1.6	2.8	1.6	2.0	1.4	2.5	1.5	3.0	1.6
6 ELECTRICAL/MECHAN	3.6	1.5	3.3	1.5	3.4	1.5	3.5	1.5	3.3	1.5
7 CRAFTSMEN	3.5	1.4	3.1	1.4	2.9	1.4	3.1	1.4	2.8	1.4
8 SERVICES & SUPPLY	3.2	1.5	3.0	1.5	1.8	1.1	2.8	1.5	2.4	1.5

[a] Ns in occupational areas vary from 1562 to as low as 1553, reflecting some missing data.

[b] Ns in occupational areas vary from 1567 to as low as 1555, reflecting missing data.

[c] Ns in occupational areas vary from 1068 to as low as 1045, reflecting missing data.

[d] Standard deviation.

In evaluating the differences in mean ratings within services in Table 4, a rough rule would be to consider as statistically significant at the .05 level any differences of .10 or greater for the two Army locations and the Air Force location, or any difference of .12 or greater for the Navy and Marine Corps locations. The method by which these rough approximations were made can be illustrated by reference to the Army (Fort Knox) sample. The median standard deviation for this location is 1.43. Assuming this standard deviation for the two means to be compared, an N of 1560 for both samples, and no

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correlation between ratings (this last will introduce a slight conservative error[4]), then the standard error of the mean difference is approximately .05. Because a t of 1.96 is required for statistical significance at the .05 level of confidence, the mean difference required for statistical significance will be about .10.

In evaluating differences in mean rating across locations, one can generally assume that values of .12 or greater are statistically significant at the .05 level, but in comparisons where the standard deviations are relatively high and Ns are relatively low, slightly higher values—say .14 or .15—may be required.

Applying these crude estimates of the size of difference required for statistical significance, it is clear that many differences between means, both within and between services, are statistically significant. Indeed, many of the differences are considerably greater than would be needed simply to achieve statistical reliability. The majority of the larger differences are between means ratings of different Occupational Areas rather than differences in mean ratings given to a particular Occupational Area across locations.

It will be noted that the interest ratings tend to have rather sizable standard deviations. Thus, even when the mean rating is relatively high, a considerable number of men can be found with low interest ratings. Perhaps more important, when the mean rating is relatively low, many men can be found who have a favorable view toward work in the Occupational Area.

Before further characterizing the information in Table 4, data will be presented on "First Choice Occupational Area." Recruits at T1 not only made interest ratings, but also marked their first choice Occupational Area. The percentages of first choices are presented, by location, in Table 5.

Table 5

First Choices of DOD Occupational Areas, Before Assignment

DOD Occupational Area	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
0 COMBAT & SEAMAN	168	10.8	154	9.8	138	11.4	171	16.0	26	1.6
1 ELECTRONIC REPR	64	4.1	158	10.1	197	16.3	61	5.7	200	12.5
2 COMMUN & INTELL	51	3.3	90	5.8	119	9.8	77	7.2	173	10.8
3. MEDICAL & DENTAL	58	3.7	60	3.8	87	7.2	3	0.3	84	5.2
4 OTHER TECHNICAL	99	6.3	78	5.0	94	7.8	49	4.6	108	6.7
5 ADMIN & CLERKS	260	16.6	255	16.3	101	8.3	106	9.9	357	22.3
6 ELECTRICIAL/MECHAN	420	26.9	307	19.6	302	24.9	316	29.5	380	23.7
7 CRAFTSMEN	237	15.2	233	14.9	144	11.9	142	13.3	131	8.2
8 SERVICES & SUPPLY	205	13.1	232	14.8	30	2.5	145	13.5	144	9.0
Total	1562		1567		1212		1070		1603	
Missing	0		0		0		1		0	

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[4] See Table 13.

Chi-square tests for each location show statistically significant differences in the proportion of recruits choosing the various occupational areas.[5] Chi-square tests also show that the distribution of responses of each location is significantly different from that of every other location.

Table 6 shows the rank orders of the mean interest ratings and first choices within location, a rank order of 1 meaning the highest mean interest rating or proportion of first choices.

Table 6

Rank Orders of Mean Interest Ratings (IR) and Percentages of First Choices, by Location

DOD Occupational Area	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	Mean IR	First Choice	Mean IR	First Choice	Mean IR	First Choice	Mean IR	First Choice	Mean IR	First Choice
0 COMBAT & SEAMAN	8	5	9	6	6	4	3	2	9	9
1 ELECTRONIC REPR	6	7	5	5	3	2	6.5	7	4	3
2 COMMUN & INTELL	7	9	6	7	4	5	5	6	3	4
3 MEDICAL & DENTAL	9	8	8	9	8	8	--	--	8	8
4 OTHER TECHNICAL	5	6	7	8	5	7	6.5	8	6	7
5 ADMIN & CLERKS	4	3	4	2	7	6	8	5	2	2
6 ELECTRICAL/MECHAN	1	1	1	1	1	1	1	1	1	1
7 CRAFTSMEN	2	2	2	3	2	3	2	4	5	6
8 SERVICE & SUPPLY	3	4	3	4	9	9	4	3	7	5

Within locations, the interest ratings and percentages of first choices follow a similar pattern. The rank order correlations for these two pairs of indices are .82 for Fort Knox and Fort Dix, .92 for Navy (San Diego), .93 for Air Force (Lackland AFB), and .76 for the Marine Corps (San Diego). The main reason that these two indices are not even more closely correlated at Fort Knox and Fort Dix is that Occupational Area 0 had a very low mean interest rating at these locations but received a moderately high number of first choices. The largest difference in the rank orders of the two indices in the Marine Corps is in Occupational Area 5 (Administrative and Clerical). This area receives a very low ranking in terms of mean interest ratings but a medium ranking on the basis of number of first choices.

The greatest differences in the rank orders of both the mean interest ratings and percentages of first choices are between-service differences. Consider the mean interest ratings. The rank order correlations between the mean interest ratings obtained at the different locations are shown on the following page.

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[5] In these analyses, the Medical and Dental Area was omitted whenever the Marine Corps was involved, since this area is not available in the Marine Corps.

Location	Fort Knox	Fort Dix	Navy, San Diego	Marine Corps, San Diego
Fort Dix	.93			
Navy, San Diego	.48	.45		
Marine Corps, San Diego	.42[6]	.30[6]	.40[6]	
Air Force, Lackland	.57	.67	.58	−.20[6]

Note the very high degree of similarity in the pattern of rankings of the different occupational areas at the two Army locations, and the relatively low similarity in the patterns of rankings across services. One of the obtained rank order correlations is negative. Only the correlations for Fort Knox and Fort Dix are statistically significant, but the coefficients are used here to provide a convenient summary description rather than as statistics for formal inference.

Across locations, there are two prominent similarities in the rank orders of the two preference indicators. First, the Electrical/Mechanical Equipment Repairman Area ranks highest at all locations both in terms of mean interest ratings and in percentages of first choices. Second, for all four locations having jobs in the Medical and Dental Area, this Area was invariably one of the two least preferred. The Craftsmen Area received relatively high preference indications at all locations except Lackland Air Force Base.

Examination of Tables 4, 5, and 6 shows a few large between-service differences. Two stand out prominently. One is the relatively high mean rating and the high proportion of first choices given to the Combat and Seaman Area by Marine Corps personnel. Another is the unusually low mean rating and proportion of first choices given to the Services and Supply Occupational Area by Navy personnel.

Although results will not be reported here in detail, separate analyses of interest ratings for occupational areas were made for CAS and non-CAS personnel at each of the five locations. There were two findings of some interest:

First, in those services that assign a considerable proportion of men to ground combat jobs, namely the Army and Marine Corps, CAS personnel were found to have statistically significantly lower mean interest ratings than non-CAS personnel. (At Fort Knox, Mean Difference of .23, $t=3.35$, $p<.001$; at Fort Dix, Mean Difference of .21, $t=2.75$, $p<.01$; at Marine Corps, San Diego, Mean Difference of .26, $t=2.65$, $p<.01$). A difference in the same direction, but only $p<.06$—not statistically significant—was found for the Navy, San Diego. A difference of .01 in the opposite direction—clearly not statistically significant—was found for the Air Force, Lackland Air Force Base.

Second, there was a clear tendency for CAS personnel to give higher interest ratings than non-CAS personnel for Occupational Areas other than Area 0 (Combat and Seaman). Of 39 possible comparisons of mean interest scores, 35 were higher for CAS

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[6] These rank order correlations are based on eight Occupational Areas because the Marine Corps does not have a Medical and Dental Occupational Area. All other rho's are based on an N of 9.

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than for non-CAS personnel, one showed no difference, and only three were higher for non-CAS than for CAS. Of the 35 differences that reflect higher ratings given by CAS than non-CAS, 14 are statistically significant. Of the three differences that show higher mean interest ratings given by non-CAS than CAS, two are no greater than .03, and only one is statistically significant.

It may be concluded, on the basis of the comparative results for CAS and non-CAS personnel, that men who have had six months or more of preservice work experience are (a) less likely than other men to have an interest in a ground combat job, and (b) see greater value in the military world of work than personnel who have not had such preservice work experience.

Preferences by Occupational Groups

In responding to the before-assignment questionnaire, the recruits gave their first choices not only by Occupational Area but by Occupational Group. The before-assignment results are given in Table 7.

Table 8 lists the 10 or (in the case of ties) the 11 Occupational Groups receiving the highest proportion of first choices, and the percentages of personnel choosing each of these frequently selected job groups. Note that, for each of the five locations, these few job groups account for over half of all first choices. Only two job groups appear in the lists for all five locations: Aircraft Electrical/Mechanical Equipment Repairman and Automotive Electrical/Mechanical Equipment Repairman.

Recruits Indications of Importance of Receiving Preferred Military Job.

In addition to asking recruits to indicate their military Occupational Area and Group preferences, the before-assignment (T1) questionnaire included questions bearing on the importance recruits place on getting their preferred type of job.

One question was, "How important is it to you to get the preferred military assignment you marked on your answer sheet?" At all locations, over 70% of the recruits rated this as "Very important" or "Important," the percentages varying from 72% for the Navy recruits to 83% for the Air Force recruits. At all locations, less than 9% rated this as "Not very important," or "Not important at all," the variations being from close to 9% for Navy recruits to about 4% for the Air Force recruits.

The second question asked what length of time recruits would be willing to extend their service obligations if they received a guarantee of preferred military assignment. Because of the apparent significance of the information, complete results for this question are shown in Table 9. Except for the Army (Fort Knox) group, over 60% of the recruits responded that they already had a guarantee, or that they would be willing to extend their period of service of obligation for six months, or more, to obtain a guarantee. Of those who responded that they did not already have a guarantee of their preferred job, 65% of the Air Force sample, 63% of the Navy sample, 52% of the Marine Corps sample, 49% of the Fort Dix sample, and 27% of the Fort Knox sample said they would extend their tours in exchange for a guarantee of their preferred type of military job. A considerable number of men said they would be willing to extend for as many as two or three years to get such a guarantee. While statements of willingness to extend, and actually extending for a guarantee, may be quite different matters, the results strongly support the view that recruits faced with uncertainty as to the type of military job they will receive, place a great amount of importance on getting an assignment in their preferred type of work.

Table 7

First Choices of DOD Occupational Groups, Before Assignment

DOD Occupational Group	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
0 COMBAT & SEAMAN										
01 Infantry	61	3.9	80	5.1	--	--	107	10.0	--	--
02 Armor	57	3.6	36	2.3	--	--	25	2.3	--	--
03 Combat Engineering	21	1.3	24	1.5	--	--	19	1.8	--	--
04 Artillery/Gunnery Rockets and Missiles	26	1.7	13	0.8	89	7.4	15	1.4	--	--
05 Combat Air Crew	--	--	--	--	--	--	--	--	23	1.4
06 Seamanship	--	--	--	--	48	4.0	--	--	--	--
0–	3	0.2	1	0.1	1	0.1	4	0.3	0	0.0
1 ELECTRONIC REPAIR										
10 Radio & Radar	34	2.2	66	4.2	86	7.1	15	1.4	79	4.9
11 Fire Control Electronic Systems	0	0.0	1	0.1	11	0.9	2	0.2	2	0.1
12 Missile Guidance Control & Checkout	7	0.4	17	1.1	24	2.0	11	1.0	26	1.6
13 Sonar Equipment	--	--	--	--	18	1.5	--	--	1	0.1
14 Nuclear Weapons	0	0.0	5	0.3	1	0.1	--	--	3	0.2
15 ADP Computers	11	0.7	29	1.9	41	3.4	14	1.3	69	4.3
16 Teletype & Coding Equipment	2	0.1	12	0.8	0	0.0	2	0.2	2	0.1
19 Other Electronic Equipment	9	0.6	26	1.7	16	1.3	17	1.6	17	1.1
1–	1	0.1	2	0.1	0	0.0	0	0.0	1	0.1

(Continued)

Table 7 *(Continued)*

First Choices of DOD Occupational Groups, Before Assignment

DOD Occupational Group	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
2 COMMUNICATIONS & INTELLIGENCE SPECIALISTS										
20 Radio & Radio Code	10	0.6	25	1.6	20	1.7	14	1.3	16	1.0
21 Sonar	--	--	2	0.1	16	1.3	--	--	--	--
22 Radar & Air Traffic Control	27	1.7	23	1.5	46	3.8	52	4.9	111	6.9
23 Signal Intelligence/ Electronic Warfare	0	0.0	0	0.0	8	0.7	11	1.0	7	0.4
24 Military Intelligence	9	0.6	32	2.0	29	2.4	0	0.0	39	2.4
25 Combat Operations Control	5	0.3	8	0.5	0	0.0	0	0.0	0	0.0
2–	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
3 MEDICAL & DENTAL										
30 Medical Care	22	1.4	25	1.6	68	5.6	--	--	27	1.7
31 Technical Medical Services	31	2.0	27	1.7	0	0.0	--	--	40	2.5
32 Related Medical Services	2	0.1	4	0.3	0	0.0	--	--	8	0.5
33 Dental Care	2	0.1	4	0.3	19	1.6	--	--	9	0.6
3–	1	0.1	0	0.0	0	0.0	2	0.2	0	0.0

(Continued)

Table 7 *(Continued)*

First Choices of DOD Occupational Groups, Before Assignment

DOD Occupational Group	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
4 OTHER TECHNICAL										
40 Photography	16	1.0	16	1.0	53	4.4	12	1.1	56	3.5
41 Drafting, Surveying, Mapping	52	3.3	32	2.0	29	2.4	26	2.4	22	1.4
42 Weather	7	0.4	3	0.2	7	0.6	3	0.3	10	0.6
43 Ordnance Disposal	0	0.0	3	0.2	5	0.4	2	0.2	3	0.2
44 Scientific & Eng. Aids	3	0.2	8	0.5	0	0.0	0	0.0	10	0.6
45 Musicians	17	1.1	11	0.7	0	0.0	6	0.6	7	0.4
49 Tech. Specialists (Physical Lab.)	4	0.3	4	0.3	0	0.0	0	0.0	0	0.0
4–	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0
5 ADMIN & CLERKS										
50 Personnel	24	1.5	52	3.3	18	1.5	1	0.1	63	4.0
51 Administration	63	4.0	45	2.9	19	1.6	21	2.0	52	3.2
52 Clerical	0	0.0	2	0.1	0	0.0	11	1.0	1	0.1
53 Data Processing	54	3.5	62	4.0	31	2.6	35	3.3	123	7.7
54 Acc'ting, Finance, Disbursing	29	1.9	29	1.9	12	1.0	21	2.0	52	3.2
55 Supply & Logistics	53	3.4	30	1.9	14	1.2	7	0.7	19	1.2
56 Religious, Morale, Welfare	26	1.7	12	0.8	0	0.0	0	0.0	18	1.1
57 Information & Education	9	0.6	17	1.1	7	0.6	8	0.8	21	1.3
58 Comm. Center Operations	2	0.1	6	0.4	0	0.0	2	0.2	8	0.5
5–	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

(Continued)

Table 7 *(Continued)*

First Choices of DOD Occupational Groups, Before Assignment

DOD Occupational Group	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
6 ELEC/MECH EQUIP RPR										
60 Aircraft	65	4.2	84	5.4	111	9.2	144	13.4	242	15.1
61 Automotive	296	19.0	161	10.3	67	5.5	138	12.9	90	5.6
62 Wire Commun.	34	2.2	29	1.9	17	1.4	28	2.6	16	1.0
63 Missile Mech/Elec	11	0.7	9	0.5	8	0.7	0	0.0	18	1.1
64 Armament & Munitions	2	0.1	7	0.4	11	0.9	2	0.2	3	0.2
65 Shipboard Propulsion	–	–	–	–	45	3.7	1	0.1	1	0.1
66 Power Generating Equipment	8	0.5	14	0.9	32	2.6	0	0.0	4	0.2
67 Precision Equip	4	0.3	3	0.2	2	0.2	3	0.3	6	0.4
68 Aircraft Launch Equip	–	–	–	–	9	0.8	–	–	0	0.0
6–	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
7 CRAFTSMAN										
70 Metalworking	68	4.4	30	2.1	13	1.1	43	4.0	29	1.8
71 Construction	59	3.8	34	2.2	29	2.4	0	0.0	26	1.6
72 Utilities	35	2.2	50	3.2	14	1.2	28	2.6	32	2.0
73 Construc. Equip Operation	53	3.4	91	5.8	51	4.2	61	5.7	17	1.1
74 Lithography	18	1.2	18	1.2	8	0.7	9	0.8	8	0.5
75 Industrial Gas & Fuel Production	0	0.0	3	0.2	0	0.0	0	0.0	2	0.1
76 Fabric, Leather, & Rubber Crafts	0	0.0	1	0.1	2	0.2	0	0.0	1	0.1
78 Firefighting & Rescue	4	0.3	2	0.1	7	0.6	0	0.0	16	1.0
79 Other Craftsmen	0	0.0	0	0.0	20	1.7	0	0.0	0	0.0
7–	0	0.0	1	0.1	0	0.0	1	0.1	0	0.0

(Continued)

Table 7 *(Continued)*

First Choices of DOD Occupational Groups, Before Assignment

DOD Occupational Group	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
8 SERVICES & SUPPLY HANDLERS										
80 Food Services	21	1.4	31	2.0	14	1.2	10	1.0	8	0.5
81 Motor Transport	86	5.5	71	4.5	0	0.0	68	6.4	19	1.2
82 Material Receipt, Storage & Issue	26	1.7	32	2.0	10	0.8	19	1.8	6	0.4
83 Military Police	58	3.7	90	5.8	0	0.0	47	4.4	95	6.0
84 Personal Services	12	0.8	5	0.3	6	0.5	0	0.0	0	0.0
86 Forward Air Equip Support	1	0.1	0	0.0	0	0.0	0	0.0	16	1.0
8–	1	0.1	3	0.2	0	0.0	0	0.0	0	0.0

Table 8

Military Jobs (Occupational Groups) With Highest Frequencies of First Choices

Army				Navy		Marine Corps		Air Force	
Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
Job	First Choice, %	Job	First Choice, %	Job	First Choice, %	Job	First Choice, %	Job	First Choice, %
61 Automotive	19.0	61 Automotive	10.3	60 Aircraft	9.2	60 Aircraft	13.4	60 Aircraft	15.1
81 Motor Transport	5.5	73 Construction Equipment Operation	5.8	04 Artillery/Gunnery Rockets & Missiles	7.4	61 Automotive	12.9	53 Data Processing	7.7
70 Metalworking	4.4	83 Military Police	5.8	30 Medical Care	5.6	01 Infantry	10.0	22 Radar & Air Traffic Control (ATC)	6.9
60 Aircraft	4.2	60 Aircraft	5.4	61 Automotive	5.5	81 Motor Transport	6.4	83 Military Police	6.0
51 Administration	4.0	01 Infantry	5.1	40 Photography	4.4	73 Construction Equipment Operation	5.7	61 Automotive	5.6
01 Infantry	3.9	81 Motor Transport	4.5	73 Construction Equipment Operation	4.2	22 Radar & Air Traffic Control (ATC)	4.9	10 Radio & Radar	4.9
71 Construction	3.8	10 Radio & Radar	4.2	06 Seamanship	4.0	83 Military Police	4.4	15 ADP Computers	4.3
83 Military Police	3.7	53 Data Processing	4.0	22 Radar & Air Traffic Control (ATC)	3.8	70 Metalworking	4.0	50 Personnel	4.0
02 Armor	3.6	50 Personnel	3.3	65 Shipboard Propulsion	3.7	53 Data Processing	3.3	40 Photography	3.5
53 Data Processing	3.5	72 Utilities	3.2	15 ADP Computers	3.4	62 Wire Communications	2.6	54 Accounting, Finance and Disbursing	3.2
						72 Utilities	2.6	51 Administration	3.2

Table 9

Length of Time Recruits Say They Would Extend for Guarantee of Preferred Military Assignment

Length of Time Willing to Extend	Army				Navy		Marine Corps		Air Force	
	Fort Knox		Fort Dix		San Diego		San Diego		Lackland	
	N	%	N	%	N	%	N	%	N	%
Does not apply, already have guarantee	192	12.4	439	28.1	126	10.4	235	22.0	159	9.9
Three years	49	3.2	122	7.8	129	10.7	83	7.8	268	16.7
Two years	72	4.6	73	4.7	297	24.6	118	11.0	264	16.5
One year	137	8.8	205	13.1	139	11.5	113	10.6	212	13.3
Six months	114	7.4	152	9.7	120	9.9	121	11.3	205	12.8
None	989	63.7	572	36.6	398	32.9	401	37.4	493	30.8
Total	1553		1563		1209		1071		1601	
Missing	9		4		3		0		2	

One of the major reasons many recruits place so much importance on getting their preferred military job is that they see service training and experience in their preferred job as contributing to their ability to get the kind of job they want when they leave the service. When asked, "How much help would experience in your preferred military assignment be, when you try to get the job you want after you leave the service?" over 60% of the recruits at all locations gave answers of "Very great help to me" or "Great help to me." In the Air Force, the percentage giving one or the other of these two answers was 72%. Overall, fewer than 10% of the recruits indicated that their preferred military assignment would be of "No help to me" in getting a desirable postservice job.

Extent to Which Expressed Preferences Are Based Upon Knowledge of Job and Prior Consideration

It is important to consider the extent to which expressions of preferences given by recruits in this study are well considered preferences and founded on knowledge of the preferred jobs and the extent to which they are more-or-less whimsical expressions of choice. The fact that so many recruits indicated they placed great importance on getting the kind of job they gave as their most preferred type of military job strongly supports the view that, so far as the recruits are concerned, their expressed preferences are not typically whimsical and unconsidered choices to give researchers plausible answers.

Additional information on this matter is available from other questionnaire items. For instance, to the question, "*When* did you *first* decide the kind of military assignment you want?", approximately two-thirds of the recruits responded that they had decided before coming into service. The percentage of the Air Force sample giving this kind of response was almost 80%. Ranges of from 9% (Air Force) to 16% (Fort Dix) said they had decided since entering service; from 6% (Air Force) to 15% (Fort Knox) responded that they decided while completing the questionnaire. A small proportion said they still had not decided—about 13% for Navy (San Diego) and about 7% for the other four service locations.

A second relevant item was, "How much do you know about the kind of work that is done in your preferred military assignment?" The percentages of recruits who indicated that they knew "nothing" about the kind of work in their preferred assignment were about 14% in the Army groups, 18% in the Air Force, 20% in the Marine Corps, and 22% in the Navy. Thus, a large majority of the recruits think that they know at least a little about the kind of work they gave as their preference. At the same time, the percentages of recruits who claim to know "a lot," or "everything," about their preferred job were no more than 30% at any location and only 13% in the Navy group. About 40% at each location indicated they knew "some things" about the job, as contrasted with "little" or "nothing" on the one hand and "a lot" or "everything" on the other.

In general, the preferences given by most of the recruits at T1 appear to be based upon prior consideration and some knowledge of the type of work involved. The results suggest, however, that a large proportion of recruits do not believe that they are highly informed about the work they say they prefer, and it seems reasonable to believe that they are not as fully informed as they would like. It should be kept in mind that the before-assignment questionnaire was administered before the men had their classification interview and before that point in the assignment process when some of the services make presentations regarding the types of assignments available.

Preferences and Reality Factors

Tabulations of the responses to the questionnaire item "Do you think you have the basic qualifications for your preferred military assignment?" indicated that the recruits considered their ability likely to meet the qualification standards when selecting their preferred military job. Not more than one in 20 recruits at the five locations marked the answers, "I doubt that I am qualified." or, "I am sure I am *not* qualified" for this assignment. Between one-fourth and one-third of the responses at any particular location were "I may be qualified." About two-thirds of the remaining responses were "I am sure I am qualified for my preferred assignment," or "I probably am qualified."

In response to question "Would your enlistment contract let you serve in your preferred military assignment?", the large majority of men, indicating that they had an enlistment contract, responded in the affirmative. However, about 10% of the recruits in the Air Force answered that their commitment would not let them serve in their preferred military assignment. A number of men said they did not know. The percentages giving this kind of answer were 10% for Fort Knox, 15% for Fort Dix, 28% for Navy (San Diego), 19% for Marine Corps (San Diego), and 14% for Air Force. The bases for the "don't know" responses are not entirely clear; either the men giving this answer were not well informed about the nature and limits of their enlistment commitment, or they could not clearly translate their enlistment commitment into terms of the job preference items presented in the questionnaire. In general, however, the data strongly indicate that, in stating their preferences, the recruits considered the provisions of their enlistment commitments to the extent that they were able.

COMPARISON OF MILITARY OCCUPATIONAL PREFERENCES BEFORE AND AFTER BASIC MILITARY TRAINING

Results reported in the preceding subsections describe recruits' preferences at time of entry to basic training, that is at T1, and present information obtained from recruits on the extent to which expressed preferences at T1 are based on knowledge of job, prior consideration, and reality factors such as estimate of qualifications and consistency of preferences with enlistment commitment. Results to be presented next compare the military occupational or job preferences before and after basic military training. To what extent do preferences remain the same or change between the time of entry to basic training and the time, approximately eight weeks later, when men have completed basic training?

Aside from providing general descriptive information, a major purpose of these analyses is to provide insight into whether expressed preferences are sufficiently stable to be considered in making initial assignments and whether there are any general patterns in the kinds of changes that occur. If expressed preferences at T1 and T2 have little or no relationship, then one might reasonably conclude that expressed preferences are not worthy of further consideration in initial assignment processes as a means of improving job satisfaction and morale.

Another purpose of the analyses presented here is to obtain insights into the types of changes that occur between T1 and T2.

Similarity of T1 and T2 Preferences and Interest Ratings in Terms of Military Occupational Areas

Group Data First Choices

Results are first presented on before-assignment and after-assignment first choices of Occupational Area by branch of service and location.

These results are based only on responses of men for whom both T1 and T2 data were obtained. Men who did not complete the After-Assignment Questionnaire and men who completed it, but whose response sheets could not be matched with answer sheets for the Vocational Preference Questionnaire, are not included in the results. This same limitation pertains to all the other results presented hereafter in this report that involve comparisons of T1 and T2 preference or interest rating information and where the comparisons are based on grouped data.

Another feature of all the grouped data is that the obtained responses of CAS and non-CAS personnel have been differentially weighted. Statistics (percentages, means, and standard deviations) have been computed to compensate for the fact that the relative numbers of CAS and non-CAS personnel in the T2 samples are approximately .50-.50 whereas the relative proportions of CAS and non-CAS personnel at T1 were about .40 CAS and .60 non-CAS. To compute population estimates for groups with the T1 proportions of CAS and non-CAS, the weighting formulas applied were as follows:

Population estimates of percentages = .4(% for CAS personnel) + .6(% for non-CAS)

Population estimates of means = .4(means for CAS personnel) + .6 (means for non-CAS)

Population estimates of standard deviations =

$$\sqrt{.4\,(SD^2 \text{ for CAS}) + .6\,(SD^2 \text{ for non-CAS})}$$

Comparisons of percentages of T1 and T2 first choices by Occupational Areas, using percentages computed by the weighting formulas given are shown in Table 10.

Table 10

Percentages of First Choices of DOD Occupational Groups, Before and After Assignment

DOD Occupational Group	Army				Navy		Marine Corps		Air Force	
	Fort Knox (N=609)		Fort Dix (N=626)		San Diego (N=762)		San Diego (N=548)		Lackland (N=864)	
	Before, %	After, %	Before, %	After, %	Before, %	After, %	Before, %	After, %	Before, %	After, %
0 COMBAT & SEAMAN	11.7	6.8	7.2	6.7	11.4	3.9	15.7	15.9	1.5	1.8
1 ELECTRONIC REPR	3.4	8.3	10.7	9.6	16.7	17.0	6.8	6.9	14.1	12.8
2 COMMUN & INTELL	4.2	5.5	7.1	8.3	10.0	9.2	8.2	12.0	11.6	10.8
3 MEDICAL & DENTAL	3.7	4.0	3.4	3.6	7.2	8.1	[0.0]	[0.2]	4.9	5.4
4 OTHER TECHNICAL	6.3	5.3	5.3	6.8	7.1	4.8	4.8	3.8	7.1	8.5
5 ADMIN & CLERKS	16.4	18.9	16.6	17.7	8.3	10.4	11.5	9.7	23.3	22.0
6 ELECTRICAL/MECHAN	27.7	24.5	19.4	21.1	24.2	31.4	28.8	25.4	21.9	21.3
7 CRAFTSMAN	15.7	14.2	15.4	12.6	12.8	12.6	12.4	8.8	8.0	9.9
8 SERVICES & SUPPLY	11.2	12.6	15.3	13.7	2.6	2.6	11.9	17.3	8.0	7.6

Note that no major shifts occur in the percentages of first choices at two of the locations—Army (Fort Dix) and Air Force (Lackland Air Force Base). (χ^2 computed using the T1 and T2 values does not reach statistical significance at the .05 level.) The largest shift in the Marine Corps (San Diego) was found in the increased number of first choices given to the Service and Supply Area. There was also a moderate level of increase in first choices given in the Marine Corps (San Diego) to Communications and Intelligence Specialists, and a moderate level of decrease in first choices for the Electrical/Mechanical Repairmen and Craftsmen. (The T2 proportion of first choices in the Craftsmen Area represented an almost 30% decrease from the T1 proportion). The major shifts in the Navy (San Diego) group are found in the increased percentage of first choices for the Electrical/Mechanical Repairmen Area and the decrease in percentage of first choices given to the Combat and Seaman Area. This decrease in the Combat and Seaman Area is especially noteworthy, because it represents 66% reduction from the original proportion of first choices given this area. At Army (Fort Knox), the most noticeable changes are the increased number of first choices for the Electronic Repairman Area and the decrease for the Combat and Seaman Area.

Within locations, the rank order correlations between the proportions of first choices at T1 and T2 are as follows:

Location	Correlation
Army, Fort Knox	.85
Army, Fort Dix	.93
Navy, San Diego	.82
Marine Corps, San Diego	.79
Air Force, Lackland	.97

Thus the rank orders of the T1 and T2 proportions of first choices are high for all locations. Departures of the rank order correlations from 1.00 are attributable largely to the within-location percentage shifts which have already been mentioned.

For none of the occupational areas is there a consistent major shift in percentage of first choices across all locations.

Group Data Interest Ratings

An analysis was made on interest ratings similar to the analysis given on percentages of first choices among occupational areas. Means and standard deviations were computed for each Occupational Area for each of the locations. The results, with weighting of CAS and non-CAS personnel effected as previously described, are presented in Table 11.

First, consider the within-location shifts in mean interest ratings. Restricting attention to shifts of .20 scale points or more, the shifts that are found are as follows:

- Army, Fort Knox
  - Decrease of .45 for Combat and Seaman
  - Increase of .21 for Electronic Repairmen
  - Increase of .28 for Administrative and Clerks

- Army, Fort Dix
  - Decrease of .28 for Combat and Seaman

- Navy, San Diego
  - Decrease of .44 for Combat and Seaman
  - Increase of .30 for Electronic Repairmen
  - Increase of .23 for Medical and Dental
  - Increase of .27 for Electrical/Mechanical Repairmen
  - Increase of .22 for Craftsmen

- Marine Corps, San Diego
  - Decrease of .21 for Administrative and Clerks
  - Increase of .33 for Electronic Repairmen
  - Increase of .44 for Communications and Intelligence
  - Increase of .22 for Other Technical

- Air Force, Lackland
  - None

The rank order correlations within locations between the T1 and T2 mean interest ratings were computed as a means of expressing the high degree of relationship in these mean ratings. The obtained values of rho are:

Location	Correlation
Army, Fort Knox	.97
Army, Fort Dix	.93
Navy, San Diego	.90
Marine Corps, San Diego	.81
Air Force, Lackland	.97

The mean interest ratings within locations by Occupational Area tend to be much the same at T1 and T2. The largest decreases in mean interest ratings are found in the Combat and Seaman Area; the largest increases tend to include Electronic Repairmen. The within-location rank order correlations between T1 and T2 interest ratings are .90 or higher, except for the Marine Corps, where it is .81.

Table 11

Interest Ratings of DOD Occupational Areas, Before and After Assignment

DOD Occupational Area	Army						Navy			Marine Corps			Air Force		
	Fort Knox (N=609)			Fort Dix (N=626)			San Diego (N=762)			San Diego (N=548)			Lackland (N=864)		
	Mean	SD	Diff.	Mean	SD	Diff.	Mean	SD	Diff.	Mean	SD	Diff.	Mean	SD	Diff.
0 COMBAT & SEAMAN															
Before	2.07	1.45	–.45	2.02	1.39	–.28	2.54	1.41	–.44	2.80	1.52	–.10	1.63	1.03	–.03
After	1.62	1.19		1.74	1.26		2.10	1.25		2.70	1.54		1.60	1.05	
1 ELECTRONIC REPR															
Before	2.54	1.39	+.21	2.73	1.44	+.18	2.82	1.46	+.30	2.67	1.41	+.33	2.83	1.47	–.01
After	2.75	1.29		2.91	1.26		3.12	1.41		2.91	1.36		2.84	1.38	
2 COMMUN & INTELL															
Before	2.49	1.34	+.11	2.73	1.41	+.13	2.83	1.33	+.12	2.77	1.39	+.44	2.98	1.43	–.02
After	2.60	1.28		2.86	1.34		2.95	1.30		3.11	1.40		2.96	1.32	
3 MEDICAL & DENTAL															
Before	1.95	1.22	+.09	2.01	1.21	+.07	1.97	1.30	+.23	--	--	--	2.13	1.34	+.18
After	2.04	1.18		2.08	1.24		2.20	1.32		--	--		2.31	1.29	
4 OTHER TECHNICAL															
Before	2.76	1.47	–.09	2.66	1.33	+.10	2.54	1.39	±0	2.61	1.40	+.22	2.69	1.37	+.08
After	2.67	1.32		2.76	1.36		2.54	1.27		2.83	1.31		2.76	1.25	
5 ADMIN & CLERKS															
Before	2.88	1.57	+.28	2.81	1.54	+.03	2.41	1.39	–.04	2.53	1.47	–.21	3.04	1.57	–.10
After	3.16	1.47		2.84	1.47		2.37	1.40		2.28	1.43		2.94	1.51	
6 ELECTRICAL/MECHAN															
Before	3.50	1.51	–.06	3.23	1.53	+.18	3.43	1.43	+.27	3.55	1.45	+.10	3.26	1.52	–.01
After	3.44	1.40		3.41	1.40		3.70	1.34		3.65	1.38		3.25	1.43	
7 CRAFTSMEN															
Before	3.37	1.39	–.10	3.14	1.37	–.03	2.90	1.43	+.22	3.09	1.42	±0	2.80	1.43	–.04
After	3.27	1.33		3.11	1.37		3.12	1.36		3.09	1.34		2.76	1.34	
8 SERVICES & SUPPLY															
Before	3.14	1.48	–.06	3.04	1.45	–.03	1.76	1.12	–.02	2.71	1.49	+.14	2.32	1.42	–.14
After	3.08	1.41		3.01	1.46		1.74	1.08		2.85	1.51		2.08	1.30	

There is a tendency for the standard deviations to be lower at T2 than at T1. Out of 44 possible comparisons, a decline was found in 34, no change in one, and an increase in only 9.

Comparisons within Occupational Area across locations show a few similarities worthy of mention. Foremost is the finding that mean interest rating for the Combat and Seaman Area is lower at T2 than at T1 at all locations, although the magnitude of the decrease is not statistically different from zero for the Air Force and the Marine Corps. For the Electronic Repairmen Area and the Communications and Intelligence Area, there is an increase in mean interest ratings for all locations, except Air Force (Lackland) where the mean interest ratings for these areas were relatively high to begin with. There is a slight upward shift in mean interest ratings in the Medical and Dental Area at the four locations where it is available, although the mean ratings for this area remain relatively low compared with other Occupational Areas. The mean interest ratings for the remaining Occupational Areas show no consistent upward or downward trends across locations.

Individual Data, First Choices

In general, the group data show few major shifts in percentages of first choices of Occupational Area. However, the group data do not show the extent to which individual shifts in first choice occurred between T1 and T2. To obtain this kind of information, cross tabulations were made between individuals' first choice at T1 and first choice at T2. Results showed that the percentages of individuals who chose the same Occupational Area at T1 and at T2 were as follows:

Location	Percentage
Army, Fort Knox	62.1
Army, Fort Dix	55.1
Navy, San Diego	56.9
Marine Corps, San Diego	55.1
Air Force, Lackland	67.2
All Locations .	61.1

Thus, it is clear that there were a large number of individuals for whom first choice areas were different at T2 than at T1. Nevertheless, at all locations, a majority of men chose the same area as their first choice on both occasions, and at one location, Air Force (Lackland), matching choices of area at both time points were found in more than two out of every three cases.

The cross tabulations of first choices at the two time points not only show the proportions of men who selected the same area at those times, but also show the degree of correspondence for each Occupational Area and reveal something of the nature of the shifts that were made when choices at the two points in time do not match. While the cross tabulations were made separately for each location, results presented here will be limited to those based on men from all locations. The cross tabulation for all locations is shown in Table 12.

The majority of the cases fall in the diagonal of this table, as should be the case, since more than 60% of all the men chose the same occupational area as their first choice at T1 and T2.

Table 12

Relationship of First-Choice Occupational Areas at T1 and T2, All Locations

First-Choice Occupational Area at T2	First-Choice Occupational Area at T1									
	0	1	2	3	4	5	6	7	8	Total
0 COMBAT & SEAMAN	126	4	9	2	4	8	26	15	16	210
1 ELECTRONIC REPR	15	244	21	2	6	26	46	15	6	381
2 COMMUN & INTELL	21	26	137	6	16	32	32	15	18	303
3 MEDICAL & DENTAL	7	4	6	92	11	15	7	8	4	154
4 OTHER TECHNICAL	8	10	17	4	121	12	11	9	12	204
5 ADMIN & CLERKS	15	10	28	16	17	371	23	22	39	541
6 ELECTRICAL/MECHAN	44	51	43	8	10	26	562	72	25	841
7 CRAFTSMEN	20	14	5	5	14	13	71	232	23	397
8 SERVICE & SUPPLY	27	4	13	6	10	23	47	36	175	341
Total	283	367	279	141	209	526	825	424	318	3372
T1, T2 matches, %	44.5	66.5	49.1	65.2	57.9	70.5	68.1	54.7	55.0	

Note, secondly, that the proportion of T1 to T2 matches varies considerably in relation to what the T1 first-choice area is. At one extreme, 70.5% of the men who originally chose Area 5 (Administrative and Clerks) chose this as their first choice area at T2; at the other extreme, only about 45% of the men who originally chose Combat and Seaman (Area 0) chose this as their first choice at T2. It is clear that relatively large proportions of men change their first choice away from Combat and Seaman, Communications and Intelligence, Craftsmen, and Service and Supply; relatively small proportions of men change their first choice away from Administrative and Clerks, Electrical/Mechanical Repairmen, Electronic Repairmen, and Medical and Dental.

When men do make shifts in first choice, to what areas do they tend to shift? Overall, relatively few men shift their first choices from areas other than 0 (Combat and Seaman) into Area 0.

The areas to which men shift when they do shift seem to be related to first-choice area at T1. Thus, men who shifted their preference from the Electronic Repairmen Area were more likely to shift to the Electrical/Mechanical Repairmen Area than to any other; the areas to which they were least likely to shift were Service and Supply, Combat and Seaman, and Medical and Dental. Men who originally chose Communications and Intelligence and changed their T2 choice tended to shift to Electrical/Mechanical Repairmen, Administrative and Clerks, or Electronic Repairmen, and not to shift to Craftsmen, Medical and Dental, Combat, or Service and Supply. Men who originally chose Medical and Dental at T1 and then shifted by T2 were more likely to shift to Administrative and Clerks than to any other area. Shifts away from Other Technical Specialists (Area 4) tended to be widely scattered across other areas except for Combat and Seaman and Electronic Repairmen. Shifts away from Administrative and Clerks were also widely scattered across other areas, with the greatest number of shifts to Communications and Intelligence and the least number to Combat and Seaman. Men originally choosing

Electrical/Mechanical Repairman (Area 6) and who change first choice by T2 are most likely to shift to Craftsman (Area 7), Electronic Repairman, or to Service and Supply. Men shifting away from Craftsmen tend to move to Electrical/Mechanical Repairman. Men shifting away from Service and Supply (Area 8) are more likely to move their choice to Administrative and Clerks than to any other one area.

These shifts from T1 and T2 seem to have a pattern rather than being purely random. Dimensions that seem likely to explain such shifts seem to include combat or other than combat, and extent to which the types of work done in the several areas are seen as similar or dissimilar. They can perhaps be explained to a large degree by referring to the people-data-things categories as developed by S.J. Fine and used in the *Dictionary of Occupational Titles.*[7]

Individual Data, Interest Ratings

As a basis for gaging the degree of stability or instability in the interest ratings that men gave to the several occupational areas, correlations (Pearson Product Moment) were computed between interest ratings before and after assignment. The correlations for each of the Occupational Areas, using all data from all men from all locations, are as follows:

Occupational Area	Correlation
0	.56
1	.63
2	.52
3	.62
4	.47
5	.64
6	.64
7	.56
8	.55

Within Ns of approximately 3000, these correlations are clearly statistically significant. They can, in fact, be viewed as moderately high correlations in that the ratings being correlated are essentially single item ratings. At the same time, it is clear that the relative ratings given the nine Occupational Areas did shift to a considerable degree between T1 and T2.

Incidental to the computation of correlations between the T1 and T2 ratings of the same Occupational Area at two points in time, correlations were also obtained between interest ratings of different Occupational Areas at T1, and between interest ratings of different Occupational Areas at T2. The values of the corresponding correlations obtained at the two time points are highly similar, indicating that the men had the same concepts of the similarities and differences between the Occupational Areas at T2 as they had had at T1. Since results obtained for the two time points are so similar, only the T1 correlations are presented here (Table 13).

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[7] U.S. Department of Labor. *Dictionary of Occupational Titles, Volume II, Occupational Classification,* Third Edition, 1965.

Table 13

Correlations Between T1 Interest Ratings of Different Occupational Areas, All Locations

(N ≅ 3373)

DOD Occupational Area	DOD Occupational Area								
	0	1	2	3	4	5	6	7	8
0 COMBAT & SEAMAN	--	−.14	−.04	−.07	−.08	−.21	−.03	.00	.00
1 ELECTRONIC REPR		--	.37	.04	.15	.04	.31	.05	−.15
2 COMMUN & INTELL			--	.18	.25	.20	.02	−.07	−.08
3 MEDICAL & DENTAL				--	.20	.25	−.13	−.02	−.08
4 OTHER TECHNICAL					--	.21	.02	.14	.07
5 ADMIN & CLERKS						--	−.20	−.03	.19
6 ELECTRICAL/MECHAN							--	.32	−.01
7 CRAFTSMEN								--	.20
8 SERVICES & SUPPLY									--

Examination of this table is worthwhile because it may reasonably be viewed as reflecting the perceived similarities among the Occupational Areas. It is of interest to examine the extent to which the correlations in Table 13 correspond to the kinds of shifts that men make in their first choice Occupational Areas when they do make a different choice at T2 than at T1. In general, one might expect that first choice shifts would be most likely made between Occupational Areas where the correlations in Table 13 have the highest positive value, and least likely where the correlations have highest negative or lowest positive value. For the most part, this appears to hold.

Note first that correlations of the ratings of the Combat Area with the ratings of the other areas are all zero or negative. Thus, one would expect relatively few men who originally chose other areas to shift to Area 0 at T2. The highest correlation for the Electronic Repairmen area is .37 with Area 2 (Communications and Intelligence) and is negatively correlated with only Area 8 (Service and Supply) and Area 0 (Combat and Seaman). It was previously noted in Table 12 that 0 and 8 were among those to which men originally choosing Area 1 were least likely to shift. This is simply one illustration of the point being made, namely, that perceived similarity of the jobs is reflected in the T1 correlations and that perceived similarity appears to explain, in part, the nature of the shifts that occur in first choice area as between T1 and T2. In general, the shifts in first choice tend to be shifts to Occupational Areas that are perceived as similar to the area given as first choice at T1, and tend not to be made to other areas that are perceived as dissimilar to the area originally chosen.

Similarity of T1 and T2 First Choices in Terms of Occupational Groups or Jobs

The foregoing comparisons of military occupational preferences are at the level of Occupational Areas (1-Digit DOD Occupational Code). Some of the results will be given on the similarity of first choices at the two time points in terms of two Occupational Groups (2-Digit DOD Occupational Code).

The percentages of first choices before and after assignment, with differences in percentages, are shown by location and Occupational Groups in Table 14. The entries in the table were computed in the same manner as the parallel results for Occupational Areas, for instance, with differential weighting of CAS and non-CAS personnel.

Changes of two percentage points, or more, were found for the following Occupational Groups:

Location	Group	Change (%)
Army, Fort Knox	01 Infantry	−2.2
	10 Radio and Radar	+3.2
	51 Administration	+2.6
	61 Automotive Repr	−6.2
Army, Fort Dix	None	
Navy, San Diego	30 Medical Care	+2.0
	60 Aircraft Repr	+6.1
Marine Corps, San Diego	22 Radar and Air Traffic Control	+2.6
	61 Automotive Repr	−4.2
	81 Motor Transport	+2.5
	83 Military Police	+2.8
Air Force, Lackland	15 ADP Computer Repr	−2.1
	22 Radar and Air Traffic Control	−2.6
	51 Administration	+3.0
	53 Data Processing	−3.0
	60 Aircraft Repr	−2.1

Data were previously presented on the number of men who gave the same first choice area at both data collection time points. Table 15 gives parallel data showing the percentages of men who chose the same Occupational Group at both time points. The overall percentage of agreement of first choices at the 2-digit level between the two time points is found to be about 45%.

Results vary considerably across locations, the percentages of agreement ranging from about 38% in Navy to 49% in Army locations. Sizable differences are also found across Occupational Areas. The lowest percentages of 2-digit agreement were for the Combat and Seaman and the Communications and Intelligence Areas, and the highest were for Medical and Dental, Electrical/Mechanical Repairmen, and Other Technical Specialists.

Specific values within the table range from a low of 20% for Combat and Seaman in the Navy sample to a high of 65% for the Electrical/Mechanical Equipment Area at Army (Fort Knox).

Table 14

First Choice of DOD Occupational Groups, Before and After Assignment

DOD Occupational Group	Army						Navy			Marine Corps			Air Force		
	Fort Knox (N=609)			Fort Dix (N=626)			San Diego (N=726)			San Diego (N=548)			Lackland (N=864)		
	Before	After		Before	After		Before	After		Before	After		Before	After	
	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.
0 COMBAT & SEAMAN															
01 Infantry	4.3	2.1	−2.2	3.1	2.9	−0.2	–	–	–	9.2	9.2	0.0	–	–	–
02 Armor	3.8	2.3	−1.5	1.8	1.7	−0.1	–	–	–	2.4	3.8	+1.4	–	–	–
03 Combat Engineering	2.0	1.3	−0.7	1.3	0.6	−0.7	–	–	–	2.2	0.9	−1.3	–	–	–
04 Artillery/Gunnery Rockets and Missiles	1.7	1.1	−0.6	1.1	1.5	+0.4	6.9	2.1	−4.8	1.6	1.6	0.0	–	–	–
05 Combat Air Crew	–	–	–	–	–	–	–	–	–	–	–	–	1.3	1.6	+0.3
06 Seamanship	–	–	–	–	–	–	4.6	1.8	−2.8	–	–	–	–	–	–
0–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.4	+0.2	0.2	0.2	0.0
1 ELECTRONIC REPAIR															
10 Radio & Radar	1.6	4.8	+3.2	4.6	5.3	+0.7	7.6	8.6	+1.0	1.8	1.3	−0.5	5.5	4.6	−0.9
11 Fire Control Electronic Systems	0.0	0.0	0.0	0.0	0.0	0.0	1.0	2.3	+1.3	0.2	0.0	−0.2	0.0	0.2	+0.2
12 Missile Guidance Control & Checkout	0.8	1.3	+0.5	1.2	0.6	−0.6	2.0	0.9	−1.1	1.1	0.9	−0.2	2.0	1.8	−0.2
13 Sonar Equipment	–	–	–	–	–	–	1.2	1.8	+0.6	–	–	–	–	–	–
14 Nuclear Weapons	0.0	0.5	+0.5	0.1	0.2	+0.1	0.0	0.0	0.0	–	–	–	0.1	0.8	+0.7
15 ADP Computers	0.8	1.2	+0.4	1.9	1.0	−0.9	3.5	3.0	−0.5	2.2	2.0	−0.2	5.1	3.0	−2.1
16 Teletype & Coding Equipment	0.0	0.0	0.0	1.2	1.5	+0.3	0.0	0.0	0.0	0.0	0.2	+0.2	0.1	0.6	+0.5
19 Other Electronic Equipment	0.3	0.5	+0.2	1.6	1.1	−0.5	1.2	0.4	−0.8	1.3	2.6	+1.3	1.2	1.7	+0.5
1–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.2	+0.1

(Continued)

Table 14 *(Continued)*

First Choice of DOD Occupational Groups, Before and After Assignment

DOD Occupational Group	Army						Navy			Marine Corps			Air Force		
	Fort Knox (N=609)			Fort Dix (N=626)			San Diego (N=726)			San Diego (N=548)			Lackland (N=864)		
	Before	After		Before	After		Before	After		Before	After		Before	After	
	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.
2 COMMUNICATIONS & INTELLIGENCE SPECIALISTS															
20 Radio & Radio Code	0.9	0.9	0.0	2.2	2.7	+0.5	1.7	2.5	+0.8	1.3	1.3	0.0	1.1	1.1	0.0
21 Sonar	–	–	–	–	–	–	1.3	1.5	+0.2	–	–	–	–	–	–
22 Radar & Air Traffic Control	2.6	2.4	–0.2	1.9	1.9	0.0	3.4	2.3	+0.1	5.8	8.4	+2.6	8.0	5.8	–2.2
23 Signal Intelligence/ Electronic Warfare	0.0	0.0	0.0	0.0	0.0	0.0	0.8	2.3	+1.5	1.1	2.4	+1.3	0.8	1.5	+0.7
24 Military Intelligence	0.7	2.1	+1.4	2.4	3.0	+0.6	2.8	0.7	–2.1	0.0	0.0	0.0	1.8	2.4	+0.6
25 Combat Operations Control	0.0	0.1	+0.1	0.5	0.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	–	–	–
2–	–	–	–	0.1	0.2	+0.1	–	–	–	–	–	–	–	–	–
3 MEDICAL & DENTAL															
30 Medical Care	1.4	1.7	+0.3	1.2	1.5	+0.3	5.4	7.4	+2.0	–	–	–	1.9	2.7	+0.8
31 Technical Medical Services	1.9	1.5	–0.4	1.5	1.2	–0.3	0.0	0.0	0.0	–	–	–	2.0	1.5	–0.5
32 Related Medical Services	0.1	0.3	+0.2	0.4	0.5	+0.1	0.0	0.0	0.0	–	–	–	0.3	0.8	+0.5
33 Dental Care	0.1	0.3	+0.2	0.3	0.4	+0.1	1.8	0.7	–1.1	–	–	–	0.6	0.4	–0.2
3–	0.1	0.0	–0.1	0.0	0.0	0.0	–	–	–	–	–	–	0.0	0.0	0.0

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Table 14 *(Continued)*

First Choice of DOD Occupational Groups, Before and After Assignment

DOD Occupational Group	Army						Navy			Marine Corps			Air Force		
	Fort Knox (N=609)			Fort Dix (N=626)			San Diego (N=726)			San Diego (N=548)			Lackland (N=864)		
	Before	After		Before	After		Before	After		Before	After		Before	After	
	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.
4 OTHER TECHNICAL															
40 Photography	1.1	0.7	−0.4	1.1	1.7	+0.6	4.1	2.6	−1.5	0.7	0.9	+0.2	2.9	3.8	+0.9
41 Drafting, Surveying, Mapping	3.7	3.2	−0.5	2.2	2.8	+0.6	2.2	1.3	−0.9	2.8	2.2	−0.6	2.0	2.0	0.0
42 Weather	0.2	0.0	−0.2	0.2	0.2	0.0	0.6	0.5	−0.1	0.2	0.2	0.0	0.9	1.1	+0.2
43 Ordnance Disposal	0.0	0.5	+0.5	0.4	1.1	+0.7	0.2	0.4	+0.2	0.2	0.0	−0.2	0.1	0.0	−0.1
44 Scientific & Eng. Aids	0.0	0.1	+0.1	0.5	0.8	+0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.6	0.6	0.0
45 Musicians	1.1	0.6	−0.5	1.0	0.0	−1.0	0.0	0.4	+0.4	0.9	0.6	−0.3	0.6	1.0	+0.4
49 Tech. Specialists (Physical Lab.)	0.2	0.0	−0.2	0.0	0.3	+0.3	0.0	0.0	0.0	–	–	–	0.0	0.0	0.0
4–	0.0	0.2	+0.2	0.0	0.0	0.0	–	–	–	0.0	0.0	0.0	0.0	0.2	+0.2
5 ADMIN & CLERKS															
50 Personnel	1.2	2.3	+1.1	3.4	3.8	+0.4	1.5	1.8	+0.3	0.1	0.4	+0.3	4.2	4.6	+0.4
51 Administration	3.2	5.8	+2.6	2.9	3.5	+0.6	1.2	3.1	+1.9	2.0	1.6	−0.4	2.8	5.8	+3.0
52 Clerical	0.0	0.0	0.0	0.1	0.0	−0.1	0.0	0.0	0.0	1.0	1.5	+0.5	0.2	0.0	−0.2
53 Data Processing	3.2	3.1	−0.1	3.8	2.7	−1.1	2.4	1.7	−0.7	3.3	3.1	−0.2	8.2	5.2	−3.0
54 Acc'ting, Finance, Disbursing	2.0	1.2	−0.8	1.3	2.0	+0.7	1.3	1.4	+0.1	2.0	1.5	−0.5	3.8	3.6	−0.2
55 Supply & Logistics	3.8	5.2	+1.4	2.2	3.1	+0.9	1.4	2.0	+0.6	0.7	0.4	−0.3	1.2	1.2	0.0
56 Religious, Morale, Welfare	2.1	0.6	−1.5	1.0	0.3	−0.7	0.0	0.0	0.0	0.0	0.0	0.0	1.2	0.7	−0.5
57 Information & Education	0.7	0.3	−0.4	1.4	1.5	+0.1	0.5	0.5	0.0	0.8	1.7	+0.9	1.2	0.2	−1.0
58 Comm. Center Operations	0.1	0.4	+0.3	0.5	0.7	+0.2	0.0	0.0	0.0	0.2	0.2	0.0	0.5	0.7	+0.2
5–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

(Continued)

Table 14 *(Continued)*

First Choice of DOD Occupational Groups, Before and After Assignment

DOD Occupational Group	Army						Navy			Marine Corps			Air Force		
	Fort Knox (N=609)			Fort Dix (N=626)			San Diego (N=726)			San Diego (N=548)			Lackland (N=864)		
	Before	After		Before	After		Before	After		Before	After		Before	After	
	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.
6 ELEC/MECH EQUIP RPR															
60 Aircraft	3.8	5.2	+1.4	5.3	5.5	+0.2	8.7	14.8	+6.1	14.4	15.7	+1.3	14.2	12.1	−2.1
61 Automotive	19.8	13.6	−6.2	10.8	11.0	+0.2	5.1	4.2	−0.9	11.1	6.9	−4.2	5.4	5.1	−0.3
62 Wire Commun.	2.1	3.2	+1.1	1.9	2.4	+0.5	1.6	2.3	+0.7	2.6	2.2	−0.4	1.0	1.6	+0.6
63 Missile Mech/Elec	1.3	0.9	−0.4	0.0	1.0	+1.0	0.8	0.2	−0.6	0.0	0.0	0.0	0.8	1.0	+0.2
64 Armament & Munitions	0.0	0.4	+0.4	0.2	1.2	+1.0	0.8	0.4	−0.4	0.2	0.4	+0.2	0.2	1.0	+0.8
65 Shipboard Propulsion	–	–	–	–	–	–	4.5	6.0	+1.5	0.2	0.0	−0.2	0.1	0.2	+0.1
66 Power Generating Equipment	0.3	0.7	+0.4	1.2	1.2	0.0	1.9	2.9	+1.0	0.0	0.2	+0.2	0.2	0.3	+0.1
67 Precision Equip	0.3	0.3	0.0	0.0	0.0	0.0	0.0	0.1	+0.1	0.4	0.0	−0.4	0.2	0.1	+0.1
68 Aircraft Launch Equip	–	–	–	–	–	–	0.8	0.7	−0.1	–	–	–	–	–	–
6–	0.0	0.2	+0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7 CRAFTSMAN															
70 Metalworking	3.1	2.8	−0.3	2.7	2.6	−0.1	1.0	1.6	+0.6	2.9	2.2	−0.7	1.5	1.6	−0.1
71 Construction	3.9	2.8	−1.1	2.1	2.6	+0.5	2.4	3.4	+1.0	0.0	0.0	0.0	1.5	2.4	+0.9
72 Utilities	3.2	1.7	−1.5	2.9	1.7	−1.2	1.6	0.9	−0.7	2.4	1.1	−1.3	2.4	2.1	−0.3
73 Construct. Equip Operation	3.8	5.2	+1.4	6.0	4.5	−1.5	4.6	3.4	−1.2	6.2	4.9	−1.3	0.7	1.2	+0.5
74 Lithography	1.2	1.3	+0.1	1.0	1.1	+0.1	0.9	0.7	−0.2	0.9	0.6	−0.3	0.6	0.7	+0.1
75 Industrial Gas & Fuel Production	0.0	0.0	0.0	0.4	0.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0
76 Fabric, Leather, & Rubber Crafts	0.0	0.2	+0.2	0.1	0.0	−0.1	0.3	0.0	−0.3	0.0	0.0	0.0	0.0	0.0	0.0
78 Firefighting & Rescue	0.4	0.1	−0.3	0.2	0.0	−0.2	0.3	0.8	+0.5	0.0	0.0	0.0	1.2	1.8	+0.6
79 Other Craftsmen	0.0	0.0	0.0	0.0	0.0	0.0	1.6	1.8	+0.2	0.0	0.0	0.0	0.0	0.1	+0.1
7–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

(Continued)

Table 14 *(Continued)*

First Choice of DOD Occupational Groups, Before and After Assignment

DOD Occupational Group	Army						Navy			Marine Corps			Air Force		
	Fort Knox (N=609)			Fort Dix (N=626)			San Diego (N=726)			San Diego (N=548)			Lackland (N=864)		
	Before	After		Before	After		Before	After		Before	After		Before	After	
	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.	%	%	Diff.
8 SERVICES & SUPPLY HANDLERS															
80 Food Services	0.1	1.0	+0.9	2.5	1.2	−1.3	1.4	1.8	+0.4	0.7	0.7	0.0	0.2	0.2	0.0
81 Motor Transport	5.6	4.9	−0.7	4.2	4.8	+0.6	0.0	0.0	0.0	5.5	8.0	+2.5	1.2	0.2	−1.0
82 Material Receipt, Storage & Issue	1.2	1.6	+0.4	2.2	2.2	0.0	0.7	0.3	−0.4	1.5	1.1	−0.4	0.3	1.3	+1.0
83 Military Police	3.6	4.6	+1.0	6.1	5.2	−0.9	0.0	0.0	0.0	3.8	6.6	+2.8	5.4	5.3	−0.1
84 Personal Services	0.6	0.2	−0.4	0.2	0.3	+0.1	0.4	0.6	+0.2	0.0	0.4	+0.4	0.0	0.0	0.0
85 Auxiliary Labor	0.0	0.1	+0.1	0.0	0.0	0.0	--	--	–	0.0	0.0	0.0	--	--	--
86 Forward Air Equip Support	0.0	0.1	+0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	+0.2	0.9	0.6	−0.3
8–	0.0	0.0	0.0	0.1	0.0	−0.1	0.0	0.0	0.0	0.4	0.4	0.0	0.0	0.0	0.0

Table 15

Percentages of Men Whose T1 and T2 First Choices Were Same at the Occupation Group Level, by Location and Occupational Area

(Percent)

DOD Occupational Area	Army		Navy	Marine Corps	Air Force	All Locations
	Fort Knox	Fort Dix	San Diego	San Diego	Lackland	
0	41.5	37.2	19.5	38.4	33.3	33.6
1	63.4	39.4	39.5	29.7	49.6	43.3
2	36.0	48.8	23.6	44.4	38.3	36.9
3	45.8	47.6	53.7	--	59.5	53.2
4	54.1	59.5	35.2	53.8	55.7	51.7
5	50.0	48.1	41.3	34.9	44.3	44.6
6	54.4	64.2	44.1	51.9	50.2	52.1
7	42.9	44.3	35.2	38.2	48.6	41.7
8	46.4	40.4	45.0	37.5	46.5	41.8
All Occupational Groups	48.8	48.7	37.5	41.8	47.7	44.9

ACCOMMODATION OF PREFERENCES AND INTERESTS IN MAKING INITIAL MILITARY ASSIGNMENTS

Extent of Accommodation in Terms of DOD Occupational Areas and Groups[8]

The preceding results simply describe recruits' preferences and interest ratings and compare the extent to which such preferences and ratings correspond at T1 and T2. The results that follow concern the extent to which recruits' first choices and interests are accommodated in making initial assignments.

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[8] In review of the results presented in this part of the report, the Army made an analysis of data generated in conjunction with the operational assignment processes and found that, during the period in which the present HumRRO study was conducted, 57% of the total Army accessions received assignments corresponding to their first choice in terms of two-digit MOS. The basis of the 57% figure is presented (Letter, Classification and Standards Division, Office of the Deputy Chief of Staff for Personnel, Department of the Army, to the Manpower Development Division of the Air Force Human Resources Laboratory, subject: "Research on the Development of Occupational Skills," dated 25 January 1972.) in the following material:

"Our statistics show that approximately 29% of the personnel who entered BCT during the period of the HumRRO survey, received at least a two-digit MOS which marked their preference as indicated by their enlistment commitment. Our records (based on the OPO 65 report) also show that:

a. Approximately 20% of the total accessions during this period were uncommitted personnel who were assigned to MOS training which correlated to the MOS of their choice on a two-digit level.

Attention is first given to the extent to which before-assignment first choices match initial military assignments in terms of DOD Occupational Areas and Occupational Groups. The obtained results are presented in Table 16.

Table 16

Percentages of Matches Between Before-Assignment First Choices And Actual Military Assignments

(Percent)

Level of Match	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=606)	Fort Dix (N=621)	San Diego (N=716)	San Diego (N=545)	Lackland (N=846)
Occupational Group (Job) (2-Digit DOD)	21.4	26.9	18.6	10.1	21.3
Occupational Area (1-Digit DOD)	32.2	40.3	39.4	22.2	46.9
Neither Group nor Area (Neither 1- nor 2-Digit DOD)	67.8	59.7	60.6	77.8	53.0

"b. Approximately 4% of the total accessions were uncommitted personnel who were assigned to MOS training which correlated with their Civilian Acquired Skill (CAS) (a MOS in which they had indicated a desire to serve—a second preference) at the two-digit level.

c. Approximately 4% of the total accessions were uncommitted personnel who indicated a desire to serve in the MOS related to their civilian training and were selected for award of this MOS under the CAS program.

These statistics represent 57% of the total Army accessions during the period of the HumRRO survey. There is no reason to believe they are not representative of the trainee populations at Fort Dix and Knox."

With respect to the proportion of personnel receiving an assignment corresponding with first choice, the above cited Army findings would, at least at first view, appear to be incompatible with the results obtained in the present survey. However, further study would be required to determine whether the present survey results can or cannot be reconciled with the independent results obtained by the Army. Some of the apparent discrepancy is probably attributable to difficulties recruits had in identifying their actual assignments in terms of the DOD occupational coding system. However, the writers are inclined to the view that the principal basis for what appear to be widely discrepant results is to be found in the quite different methods by which the two sets of results were generated. In the present survey, recruits were presented with descriptive information on the full array of DOD Occupational Areas and Groups relevant to the military service they were entering. They were then asked to select their first choice Area and first choice Group, *without regard to a prior-service commitment or any other constraints.* It seems unlikely that personnel entering the services and proceeding through the regular in-processing procedures perceive that such unlimited freedom of choice is actually available to them at any point in time. However, the writers agree that further study to determine the source or sources of disparity between the present survey results and the independent Army findings would be desirable.

The percentage of matches at the 2-digit DOD (Occupational Group) level is about 27% for Army (Fort Dix), about 10% for Marine Corps, and about 20% at the other locations. Thus, at the level of Occupational Groups, initial assignments at four locations match first choices in only about one of five cases, and in the Marine Corps such matches are found in only about one in ten cases.

The Occupational Area (1-digit DOD) level of match is a grosser match than the Occupational Group level of match, and thus one would expect a considerably higher proportion of matches at the 1-digit level. At this level, the highest percentage of matches is 47% for the Air Force sample, between 35 and 40% at the Army and Navy locations, and 22% in the Marine Corps.

Thus, the probability that a recruit's initial assignment will match his T1 first choice even at the Occupational Area level is less than .50 and it approaches this level closely only in the Air Force. The probability of match of first choice and actual initial assignment is much lower for the Marine Corps than for the other services.

Comparison of Interest Ratings for First Choice Area and Initial Military Assignment Area

As another basis for estimating the extent to which occupational interests and preferences are accommodated in initial assignments, comparisons were made between the T1 interest ratings men gave to their first choice Occupational Area and to the Occupational Area of their initial assignments. The interest rating each recruit gave his first choice Occupational Area at T1 was subtracted from the rating he gave to the area of his initial military assignment. The distribution of these difference scores is shown in Table 17. A positive difference means that the recruit gave his first choice area a higher interest rating than he gave to the area to which he was later assigned. In a small percentage of cases, men gave a higher rating to the area to which they were assigned than they gave their area of first choice, so there are some negative scores.

Table 17

Differences Between T1 Interest Ratings of First-Choice Occupational Area and T1 Interest Ratings of Occupational Area of Military Assignment

Difference	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=606)	Fort Dix (N=618)	San Diego (N=726)	San Diego (N=539)	Lackland (N=851)
+4	21.3	17.3	9.9	17.6	13.2
+3	7.9	7.3	9.9	12.2	7.3
+2	13.0	10.7	12.7	17.1	9.6
+1	9.6	13.1	14.0	17.8	11.2
0	47.5	50.0	52.8	31.7	58.0
−1 through −4	.7	1.6	.7	3.5	.7
Mean Difference	1.43	1.23	1.08	1.53	1.04
Standard Deviation	1.66	1.59	1.41	1.62	1.49

In Table 17, it will be noted that for all services except the Marine Corps, over half of the men were assigned to an area in which they had at least as much interest as they had in their first choice area.

The lowest proportions of recruits with very high positive difference scores are found in the Air Force and Navy; these services also have the lowest mean discrepancy scores. The Army and Marine Corps samples have relatively high proportions of men who had high positive difference scores; these services also have relatively high mean discrepancy scores. Thus, the results indicate that the assignments in the Army and Marine Corps had relatively low correspondence with recruits' preferences as expressed in T1 Occupational Area interest ratings.

It seems likely that the cross-service differences in accommodation of interests stem in large part from the relatively high proportion of personnel who must be assigned to ground combat jobs by the Army and the Marine Corps, although analyses necessary to check this have not been made.

Accommodation of Preferences in Terms of T2 Responses and Actual Assignments

If occupational or job preferences and interests are to be taken into account in the assignment process, they must be elicited sufficiently early to be fed into the assignment decision system. For this reason, the analysis on the extent to which preferences and interests are accommodated by the current assignment processes has been focused on recruits' preferences and interests at T1.

In working with the data, however, the authors noted what appeared to be a tendency for men to shift their preferences and interest ratings from T1 to T2 in such ways as to bring about closer correspondence between T2 preferences and assignment than between T1 preferences and assignment. If this tendency is very strong, accommodation of preferences and interests expressed early in the classification and assignment process would have less potential practical importance than if this tendency were absent or relatively weak. Accordingly, analyses were made to check on the strength of the tendency.

The first part of the analysis was to compare percentages of matches between first choice and military assignment with after-assignment matches. The results, in terms of percentages of matches at 1-digit and 2-digit DOD occupational code levels, are shown in Table 18. The tendency to shift first choices to match military assignment is observed at all locations. It is especially strong for Navy (San Diego), where the percentage of matches at the 1-digit level rises from 39.4-61.7% and percentage of matches at the 2-digit level increases from 18.6-44.8%. The shift in first choices to match military assignment is relatively weak at the Army locations, but is, nonetheless, clearly present here as well as in the Marine Corps and Air Force samples. The shifts in first choices are such that at T2 over half of the personnel in the Navy and Air Force, about 45% in the Army groups, and about 37% in the Marine Corps sample have a match at the 1-digit level. With the shifts in first choice, the percentage of matches at the 2-digit level rises to about 23% in the Marine Corps, to 30-40% in the Army and Air Force locations, and to almost 45% in the Navy.

Some personnel who received an assignment matching their T1 first choice had changed their first choice at T2 so there was no longer a match. With regard to the 1-digit level, this occurred in 5.4% of the total number of cases across all locations. It is

Table 18

Comparison of Percentages of T1 First-Choice and Assignment Matches With T2 First-Choice and Assignment Matches

(Percent)

Level of Match	Army						Navy			Marine Corps			Air Force		
	Fort Knox (N=606)			Fort Dix (N=621)			San Diego (N=716)			San Diego (N=545)			Lackland (N=856)		
	T1	T2	Diff.	T1	T2	Diff.	T1	T2	Diff.	T1	T2	Diff.	T1	T2	Diff.
Occupational Group (Job) (2-Digit DOD)	21.4	31.7	+10.3	26.9	35.8	+8.9	18.6	44.8	+26.2	10.1	22.6	+12.5	21.3	37.5	+16.2
Occupational Area (1-Digit DOD)	32.2	43.7	+7.5	40.3	46.7	+6.4	39.4	61.7	+22.3	22.2	36.5	+14.3	46.9	56.5	+13.4
Neither Group Nor Area (Neither 1- nor 2-Digit DOD)	67.8	56.3	−7.5	59.7	53.3	−6.4	60.6	38.3	−22.3	77.8	63.5	−14.3	53.0	43.5	−13.5

clear that this tendency is relatively weak compared with the tendency to shift first choice in a way that effects a match with area of military assignment.

The differences between T2 interest ratings of the area of first choice and T2 interest ratings of the area of military assignment also tend to be less than the parallel differences using T1 interest ratings of the first choice area. The T2 differences are shown in Table 19.

Table 19

Differences Between T2 Interest Ratings of First-Choice Area and Interest Ratings of Occupational Area of Military Assignment

Difference	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=606)	Fort Dix (N=621)	San Diego (N=726)	San Diego (N=542)	Lackland (N=850)
+4	19.3	16.1	7.2	10.9	6.1
+3	6.6	6.3	4.7	7.8	5.4
+2	7.1	7.4	5.8	13.3	9.2
+1	13.7	12.2	12.7	14.8	12.2
0	51.8	55.7	68.9	50.0	64.7
−1 through −4	1.5	2.2	0.8	3.3	2.4
Mean Difference	1.22	1.06	0.66	1.02	0.67
Standard Deviation	1.64	1.59	1.23	1.48	1.28

Comparisons of the discrepancies in Table 19 with those in Table 17 show the following:

Location	Mean Difference Using T1 Interest Rating of First Choice	Mean Difference Using T2 Interest Rating of First Choice	Change Score
Army, Fort Knox	1.43	1.22	−.21
Army, Fort Dix	1.23	1.06	−.17
Navy, San Diego	1.08	0.66	−.42
Marine Corps, San Diego	1.53	1.02	−.51
Air Force, Lackland	1.04	0.67	−.37

Thus T2 interest ratings of the first choice area are closer to interest ratings of the area of actual assignment than are T1 interest ratings of first choice area.

At T2, more than two-thirds of the men at all locations received Occupational Area assignments to which they gave interest ratings of not over one scale point below their first choice area. Thus at the level of Occupational Area, the services accommodate interests to a remarkable extent.

Recruits' Confidence in the Assignment Process

Some information obtained in the before-assignment questionnaire concerns recruits' confidence in the assignment process. Later, in the after-assignment questionnaire, recruits answered several questions on their views of the adequacy of the assignment processes in obtaining various types of information and the amount of weight given to these types of information.

One of the two relevant items in the before-assignment questionnaire was, "How much effort do you think will actually be made to match the assignment you get to your qualifications?" Results show that across all locations, about 80% of the recruits either said they have been guaranteed an assignment of their choice or believed that "Some effort," or "A lot of effort," will be made to make assignments and qualifications match. Thus, in general the recruits, at the before-assignment time point, express considerable confidence in the assignment process. Of course, such confidence is not universally felt. The percentages of personnel who said they expect "No effort" or "Very little effort" to give a man an assignment matching his qualifications are as follows: Army (Fort Knox), 30%; Army (Fort Dix), 23%; Navy (San Diego), 17%; Marine Corps (San Diego), 21%; Air Force (Lackland Air Force Base), 19%.

The second item concerning confidence in the assignment system asked, "Do you think you will get your preferred military assignment?" Over 70% of the men in the Navy, Marine Corps, and Air Force groups answered that they would, or probably would, receive their preferred assignment, as compared with 63% for the Army (Fort Dix) group and 49% for the Army (Fort Knox) group. The between-service and within-service differences are clearly related to differences in the proportions of inductees represented in the five groups.

This covers the information obtained in the before-assignment questionnaire on confidence in the assignment system. The next question is what recruits think of the assignment system after they have learned what their initial assignment will be.

Satisfaction With Assignment Process

In the questionnaire administered after the men had received their assignments, ratings were obtained on how well the services did in obtaining information on a man's aptitudes, education and training, interests and preferences, and civilian job experience, and on how well the services did in providing information on military jobs.

Results obtained are shown in Tables 20 and 21. The ratings at all locations were concentrated in the "Good" and "Fair" categories. Ratings were relatively high on how well the service did in getting information on aptitudes and on education. Ratings were relatively low on how well the services did in getting information on interests and preferences and on civilian-acquired skills. Ratings on performance of the services in providing information on military jobs were also relatively low.

Also in the After-Assignment Questionnaire, men were asked to judge the importance that the services gave to aptitudes, to education, to interests and preferences, and

Table 20

Recruits' Ratings of How Well Service Did in Getting Information

(Percent)

Information Area and Rating	Army		Navy	Marine Corps	Air Force
	Fort Knox	Fort Dix	San Diego	San Diego	Lackland
Aptitudes and Abilities	(N=604)	(N=624)	(N=723)	(N=547)	(N=856)
Excellent	9.8	10.8	15.2	14.4	10.8
Good	42.6	43.9	54.0	47.7	46.1
Fair	33.2	32.5	27.4	26.7	31.7
Poor	9.9	9.5	2.6	9.5	8.3
Very Poor	4.5	3.3	0.7	1.6	3.1
Civilian Job Experience	(N=602)	(N=616)	(N=721)	(N=543)	(N=853)
Excellent	7.9	8.4	11.2	10.5	11.0
Good	33.5	34.8	45.9	42.5	40.0
Fair	38.2	37.0	32.9	32.0	33.4
Poor	14.5	13.7	8.9	12.4	11.1
Very Poor	5.8	6.2	1.1	2.6	4.6
Education and Training	(N=607)	(N=620)	(N=724)	(N=547)	(N=857)
Excellent	11.5	12.0	18.1	17.4	16.5
Good	44.2	43.1	53.9	47.6	46.8
Fair	28.6	30.9	23.4	24.9	25.8
Poor	11.3	9.7	3.6	9.0	8.4
Very Poor	4.4	4.3	0.9	1.3	2.6
Interests and Preferences	(N=601)	(N=614)	(N=710)	(N=536)	(N=845)
Excellent	11.1	9.7	14.5	15.5	11.2
Good	34.1	33.8	42.4	38.2	36.7
Fair	33.4	33.7	28.8	27.8	30.6
Poor	14.4	14.2	10.9	13.7	15.9
Very Poor	7.0	8.6	3.3	3.9	5.7

Table 21

Recruits' Ratings of How Well Service Gave Information on Military Jobs

Rating	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=606) %	Fort Dix (N=624) %	San Diego (N=724) %	San Diego (N=546) %	Lackland (N=856) %
Excellent	7.3	7.1	12.3	10.1	5.9
Good	30.2	30.6	43.4	34.4	35.4
Fair	39.7	35.0	34.1	37.2	39.1
Poor	16.0	16.0	7.4	13.6	14.5
Very Poor	6.8	11.4	2.8	4.8	5.1

to civilian-acquired skills in making initial assignments. These judgments are summarized in Table 22. Civilian job experience was rated most likely to receive little or no importance from the services in making initial assignments, with interests and preferences next. Aptitudes and abilities were judged by over 50% of the recruits as being of great or quite a bit of importance in determining initial assignments.

Table 22

Recruits' Judgments of Importance Service Gave in Making Initial Assignments

Area and Degree of Importance	Army		Navy	Marine Corps	Air Force
	Fort Knox	Fort Dix	San Diego	San Diego	Lackland
Aptitudes and Abilities	(N=604)	(N=624)	(N=723)	(N=547)	(N=856)
Great Importance	9.4	14.1	18.5	18.6	12.6
Quite a Bit	47.3	46.9	56.3	49.7	48.7
Little Importance	30.5	27.8	21.3	28.7	32.1
No Importance	12.9	11.2	4.0	3.0	6.6
Education and Training	(N=606)	(N=621)	(N=719)	(N=546)	(N=857)
Great Importance	10.7	13.1	14.8	18.1	14.9
Quite a Bit	42.5	42.0	55.5	49.3	44.9
Little Importance	33.0	33.2	25.2	28.8	32.1
No Importance	13.8	11.7	4.6	3.8	8.2
Interests and Preferences	(N=606)	(N=620)	(N=719)	(N=546)	(N=853)
Great Importance	16.7	16.9	17.2	16.7	13.5
Quite a Bit	34.5	32.4	42.9	41.9	37.0
Little Importance	29.7	33.9	30.4	30.8	36.6
No Importance	19.1	16.9	9.6	10.6	12.8
Civilian Job Experience	(N=603)	(N=621)	(N=717)	(N=542)	(N=853)
Great Importance	7.8	10.3	8.4	10.2	7.2
Quite a Bit	27.4	28.5	35.[illegible]	34.5	29.0
Little Importance	40.5	39.6	44.0	42.1	47.6
No Importance	24.3	21.6	11.0	13.3	10.4

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The results indicated that most recruits believed that the services could do better in getting all the types of information relevant for making initial assignments, particularly information on interests and preferences, and on civilian-acquired skills. The majority of recruits also believe the services could do better in providing information about military jobs. The fact that recruits think that the services could do a better job of getting and giving certain kinds of information relevant to the assignment process, suggests that the services should consider what they can do to make improvements in this area.

The results for this portion of the survey did not provide a basis for concluding that the services should give increased weight to interests and preferences or to civilian-acquired skills. The results suggest, however, that the recruits might favor this in that they feel that the services should do better in getting information in these areas.

IMPORTANCE OF ACCOMMODATING PREFERENCES OR INTERESTS

The preceding analyses have centered primarily on the nature of recruits' military occupational preferences, the extent to which preferences change from the beginning to the end of basic training, and the extent to which preferences and interests are accommodated by the present assignment system. The results presented below relate to aspects of the importance of accommodating recruits' military occupational choices and interests.

These analyses were made to provide partial tests of the following hypotheses:

(1) That recruits who receive initial assignments that are aligned with their vocational choices and interests will be more satisfied with their assignments than men who do not.

(2) That satisfaction with initial military assignment will contribute to the intention to make a career of the military service.

Since the data being analyzed were collected before the men had actually spent time in their initial assignments, the results concern recruits' immediate reactions to assignment information rather than longer-term effects of the assignment. Reactions after men have actually served in their initial assignments for some time may differ considerably from attitudes expressed before they have had such experience.

Satisfaction With Initial Assignments

One of the key questions in the After-Assignment Questionnaire was, "In general, how satisfied are you with your assignment after basic training?" Not only are the responses indicative of recruits' general level of satisfaction with their initial assignments, but the question is used as a criterion in analyses to determine whether efforts to make more assignments in accordance with preferences would have pay-off value in terms of morale.

The responses to the item asking for a general characterization of level of satisfaction with assignment are summarized in Table 23. More than one-third of the men responded that they were "Very satisfied" with their initial assignment, and more than three-quarters expressed satisfaction rather than dissatisfaction—that is, over three-fourths responded either "Very satisfied" or "Satisfied" while only about one-quarter answered with a negative response of "Dissatisfied" or "Very dissatisfied."

Table 23

Satisfaction With Assignment After Basic Training

Degree of Satisfaction	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=606) %	Fort Dix (N=621) %	San Diego (N=716) %	San Diego (N=545) %	Lackland (N=856) %
Very Satisfied	33.4	36.1	37.3	36.0	27.2
Satisfied	41.7	39.0	40.6	44.8	48.3
Dissatisfied	11.9	10.6	14.0	13.6	14.7
Very Dissatisfied	13.0	14.3	8.1	5.7	9.9

In view of the fact that system demands must often take priority in making initial assignments, the results seem to speak well of the current assignment processes. Thus, any analyses on whether more attention to preferences would have a favorable influence on attitude toward initial assignment bear on whether further improvement could be made in what appears to be an already quite favorable state of affairs.

The fact that only those men who negotiated basic training successfully and on schedule (without recycling) should be taken into consideration when interpreting the results of Table 23. Data obtained in the study do not permit determination of whether satisfaction with initial assignment is related to successful, on schedule, completion of basic training.

Evaluation of the results on the degree of satisfaction with assignment must also take into account the fact that quite a few of the men do not appear to be fully aware of the nature of their initial assignment. This is suggested by the number of "don't know" answers in Table 24, in answer to a question on whether their initial assignment is to a school or to on-the-job training. Over one-third of the men at the Army and Marine Corps (San Diego) answered this question "don't know." Many of these men no doubt know which career field or occupational area they have been assigned to, but they are apparently far from fully aware of what their initial assignment will be like.

Table 24

Assignments to School or On-the-Job Training

Assignment	Army		Navy	Marine Corps	Air Force
	Fort Knox (N=601) %	Fort Dix (N=608) %	San Diego (N=718) %	San Diego (N=532) %	Lackland (N=856) %
School	48.0	50.7	61.8	49.4	71.6
On-the-Job Training	9.1	15.1	32.3	14.1	23.2
Don't Know	42.9	34.2	5.9	36.6	5.3

Relationship Between Degree of Match in First Choice and Assignment, and Satisfaction With Assignment

Recruits' first choice of assignments can be matched with actual military assignments at three levels when the matching is done in terms of the 2-digit DOD Occupational Conversion Code—at two digits (Occupational Area and Occupational Group), at only the first digit (Occupational Area but not at Occupational Group), and at neither digit (neither Occupational Group nor Occupational Area). Analyses were made, location-by-location, to determine whether, as expected, the greater the degree of match of first choice (as expressed at T1), the greater the satisfaction with assignment expressed at T2.

The obtained results are shown in Table 25. The expected relationship is found at all locations. The contingency coefficients are as follows:

Location	Contingency Coefficient
Army, Fort Knox	.30
Army, Fort Dix	.39
Navy, San Diego	.32
Marine Corps, San Diego	.17
Air Force, Lackland	.32

It appears that the relationship is relatively weak for Marine Corps, San Diego as compared with the other locations. The reason for this is obscure. One can only speculate that the Marine Corps personnel are less concerned with getting their first choice than are personnel at the other locations.

Relationship Between T1 Interest Ratings of Occupational Area and Satisfaction With Assignment

Further analysis was done to examine the relationship between expressions of occupational interest at T1 with expressed satisfaction with initial assignment. Specifically, study was made of the relationship between the T1 rating of interest in the area of military assignment and degree of satisfaction with initial military assignment as expressed at T2.

Results are shown, location by location, in Table 26. These results clearly show the expected relationship, namely, the higher the interest rating given to the occupational area of assignment, the greater the satisfaction with assignment. The contingency coefficients, all statistically significant beyond the .001 level are:

Location	Contingency Coefficient
Army, Fort Knox	.47
Army, Fort Dix	.45
Navy, San Diego	.36
Marine Corps, San Diego	.25
Air Force, Lackland	.33

Table 25

Relationship Between First-Choice Match (T1) – Military Assignment Match and Satisfaction With Assignment, by Service

Degree of Satisfaction	Degree of First-Choice – Military Assignment Match							
	2 Digits (Group Level)		1 Digit (Area Level)		Neither Digit		Total	
	N	%	N	%	N	%	N	%
Army, Fort Knox								
Very Satisfied	76	58.5	24	36.9	105	25.5	205	33.8
Satisfied	43	33.1	29	44.6	177	43.1	249	41.1
Dissatisfied	7	5.4	8	12.3	56	13.6	71	11.7
Very Dissatisfied	4	3.1	4	6.1	73	17.8	81	13.4
Total	130	100.1	65	99.9	411	100.0	606	100.0
Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).								
Army, Fort Dix								
Very Satisfied	108	64.6	31	37.3	87	23.4	226	36.4
Satisfied	51	30.5	39	47.0	146	39.4	236	38.0
Dissatisfied	4	2.4	4	4.8	60	16.2	68	11.0
Very Dissatisfied	4	2.4	9	10.8	78	21.0	91	14.7
Total	167	99.9	83	99.9	371	100.0	621	100.0
Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).								
Navy, San Diego								
Very Satisfied	90	67.7	59	39.6	125	28.8	274	38.3
Satisfied	34	25.6	71	47.7	182	41.9	287	40.1
Dissatisfied	7	5.3	13	8.7	80	18.4	100	14.0
Very Dissatisfied	2	1.5	6	4.0	47	10.8	55	7.7
Total	133	100.1	149	100.0	434	100.0	716	100.0
Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).								
Marine Corps, San Diego								
Very Satisfied	32	58.2	26	39.4	138	32.5	196	36.0
Satisfied	19	34.5	27	40.9	198	46.7	244	44.8
Dissatisfied	3	5.5	8	12.1	63	14.9	74	13.6
Very Dissatisfied	1	1.8	5	7.6	25	5.9	31	5.7
Total	55	100.0	66	100.0	424	99.9	545	100.0
Note: Significance of difference among satisfaction levels, $.01 < .05$ (tested by χ^2).								
Air Force, Lackland								
Very Satisfied	93	51.7	69	31.1	75	16.5	237	27.7
Satisfied	66	36.7	116	52.3	233	51.3	415	48.5
Dissatisfied	17	9.4	26	11.7	80	17.6	123	14.4
Very Dissatisfied	4	2.2	11	5.0	66	14.5	81	9.5
Total	180	100.0	222	100.1	454	99.9	856	100.0
Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).								

Table 26

Relationship Between T1 Interest Rating of Area of Military Assignment and Satisfaction With Military Assignment, by Service

Degree of Satisfaction	T1 Interest Rating of Area of Military Assignment											
	1 (Low)		2		3		4		5 (High)		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Army, Fort Knox												
Very Satisfied	14	9.7	7	14.0	28	33.7	27	40.3	128	49.2	204	33.8
Satisfied	51	35.4	29	58.0	36	43.4	33	49.3	99	38.1	248	41.1
Dissatisfied	25	17.4	8	16.0	8	9.6	6	9.0	24	9.2	71	11.8
Very Dissatisfied	54	37.5	6	12.0	11	13.2	1	1.5	9	3.5	81	13.4
Total	144	100.0	50	100.0	83	99.9	67	100.1	260	100.0	604	100.0

Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).

Degree of Satisfaction	1 (Low) N	1 (Low) %	2 N	2 %	3 N	3 %	4 N	4 %	5 (High) N	5 (High) %	Total N	Total %
Army, Fort Dix												
Very Satisfied	18	14.6	10	21.3	27	38.0	21	21.9	145	52.5	221	36.1
Satisfied	32	26.0	24	51.1	23	32.4	49	51.0	106	38.4	234	38.2
Dissatisfied	25	20.3	6	12.8	7	9.9	17	17.7	13	4.7	68	31.9
Very Dissatisfied	48	39.0	7	14.9	14	19.7	9	9.4	12	4.4	90	14.7
Total	123	99.9	47	100.1	71	100.0	96	100.0	276	100.0	613	100.0

Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).

Degree of Satisfaction	1 (Low) N	1 (Low) %	2 N	2 %	3 N	3 %	4 N	4 %	5 (High) N	5 (High) %	Total N	Total %
Navy, San Diego												
Very Satisfied	12	13.6	18	24.7	34	34.0	42	34.1	168	50.6	274	38.3
Satisfied	31	35.2	32	43.8	40	40.0	60	48.8	124	37.3	287	40.1
Dissatisfied	21	23.9	15	20.5	20	20.0	17	13.8	27	8.1	100	14.0
Very Dissatisfied	24	27.3	8	11.0	6	6.0	4	3.3	13	3.9	55	7.7
Total	88	100.0	73	100.0	100	100.0	123	100.0	332	99.9	716	100.0

Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).

(Continued)

Table 26 *(Continued)*

Relationship Between T1 Interest Rating of Area of Military Assignment and Satisfaction With Military Assignment, by Service

Degree of Satisfaction	T1 Interest Rating of Area of Military Assignment											
	1 (Low)		2		3		4		5 (High)		Total	
	N	%	N	%	N	%	N	%	N	%	N	%
Marine Corps, San Diego												
Very Satisfied	26	22.6	27	36.5	31	32.6	42	42.9	67	42.7	193	35.8
Satisfied	55	47.8	35	47.3	50	52.6	35	35.7	66	42.0	241	44.7
Dissatisfied	18	15.7	11	14.9	10	10.5	19	19.4	16	10.2	74	13.7
Very Dissatisfied	16	13.9	1	1.4	4	4.2	2	2.0	8	5.1	31	5.8
Total	115	100.0	74	100.1	95	99.9	98	100.0	157	100.0	539	100.0

Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).

Degree of Satisfaction	1 (Low) N	1 (Low) %	2 N	2 %	3 N	3 %	4 N	4 %	5 (High) N	5 (High) %	Total N	Total %
Air Force, Lackland												
Very Satisfied	17	14.5	6	9.2	12	15.0	23	18.7	177	38.1	235	27.6
Satisfied	52	44.4	30	46.2	44	55.0	71	57.7	215	46.2	412	48.5
Dissatisfied	21	17.9	13	20.0	14	17.5	22	17.9	52	11.2	122	14.4
Very Dissatisfied	27	23.1	16	24.6	10	12.5	7	5.7	21	4.5	81	9.5
Total	117	99.9	65	100.0	80	100.0	123	100.0	465	100.0	850	100.0

Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).

Aside from these relationships, a very striking feature of the results in Table 26 is found in the very high proportions of personnel at each location who received assignments to occupational areas in which they expressed high interest ratings (ratings of 4 or 5) at T1. It seems reasonable to attribute the generally high level of satisfaction with military assignment to the expressed interest in the occupational area.

Thus, recruits need not be given their first choices of occupational area and group in an effort to further increase the general level of satisfaction with initial assignment. It is sufficient that personnel be assigned to an area, and, where possible, to an occupational group, in which they express a high level of interest.

Relationship Between Satisfaction With Initial Assignment and Plans for Making a Career of Military Service

Plans for Making a Career of the Service. At both T1 and T2, men were asked about their expectations of making a career of the military service. The results are shown in Table 27. The T1 data reported include results for the total T1 sample as well as the adjusted results for only those men included in the T2 data.

The specific question posed was, "Do you think you will make a career of the military service?" The most frequent response for all locations, samples, and time frames was, "Don't know." This response was given by over 50% of the personnel at the Navy, Marine Corps, and Air Force locations and by 35-40% of the Army personnel. At both T1 and T2, Army personnel were much less inclined toward making a career of the military. This shows up most clearly in the percentages of Army personnel who answered, "Definitely not." Almost 30% gave this response in the Army samples, as compared to less than half this percentage in any of the other services.

Even in the Army locations, however, the percentage of men with some inclination toward making a career of the military is quite sizable: 70% have not ruled out the idea of a military career. Within-service results show no significant differences between the total T1 samples and the related "reduced" sample or subsamples.

Comparisons of the T1 and T2 results for the reduced samples show a statistically significant shift in inclination toward a military career in only one location. Marine Corps personnel made a statistically significant upward shift in their expectation of making a career of the military (tested by χ^2, $p<.001$). At T2 only about one in 20 Marines answered that he definitely would not make a career of the military, as compared with about one in seven at T1. Also, at T2 as compared with T1, 10% more of the men of the Marine Corps reduced sample answered that they probably, or definitely, will make a career of the military.

"Before" (T1) and "After" (T2) information was also obtained on the following item concerning a military career, "Under which *one* of the following conditions would you be most likely to consider the military service for a career?" Responses are summarized in Table 28.

In the Army results, the most frequent response tended to be, "Wouldn't consider under any circumstances" (24-33%), closely followed by "Given assignment of my choice" (18-25%). In the other locations, "Given the assignment of my choice" stands out as by far the most frequent response. Thus, where there is willingness to consider a military career at all, the option of choosing one's assignment would be the one

Table 27

Plans for Making a Career of the Military Service, Before and After Assignment, by Service

Questionnaire Responses	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	Before		After (N=605) %	Before		After (N=620) %	Before		After (N=720) %	Before		After (N=546) %	Before		After (N=852) %
	Total (N=1545) %	Reduced[a] (N=605) %		Total (N=1554) %	Reduced[a] (N=620) %		Total (N=1209) %	Reduced[a] (N=720) %		Total (N=1060) %	Reduced[a] (N=546) %		Total (N=1599) %	Reduced[a] (N=852) %	
Definitely Not	29.8	32.4	32.8	25.3	27.4	31.5	8.3	9.1	10.6	14.9	14.2	5.3	8.0	7.8	10.3
Probably Won't	24.7	25.4	20.2	18.2	21.4	21.0	14.4	14.7	16.7	14.6	12.2	14.3	12.1	11.8	15.2
Don't Know	37.8	35.0	39.4	41.8	41.4	36.0	58.2	57.8	52.0	52.4	56.8	53.1	58.8	59.9	56.5
Probably Will	6.0	5.5	5.8	11.7	9.0	10.0	16.6	16.2	16.8	15.0	13.9	20.9	16.8	16.7	14.4
Definitely Will	1.7	1.8	1.8	3.0	0.9	1.4	2.6	2.2	3.9	3.1	3.0	6.4	4.3	3.8	3.6

[a] The "Reduced" group represents the men in the "Total–Before" sample who comprise the "After" sample.

Table 28

Conditions Under Which Recruits Would Consider Service Career, Before and After Assignment, by Service

Questionnaire Responses	Army						Navy			Marine Corps			Air Force		
	Fort Knox			Fort Dix			San Diego			San Diego			Lackland		
	Before		After (N=602) %	Before		After (N=621) %	Before		After (N=723) %	Before		After (N=544) %	Before		After (N=857) %
	Total (N=1537) %	Reduced[a] (N=602) %		Total (N=1555) %	Reduced[a] (N=621) %		Total (N=1210) %	Reduced[a] (N=723) %		Total (N=1059) %	Reduced[a] (N=544) %		Total (N=1601) %	Reduced[a] (N=857) %	
Under Present Conditions	5.8	6.4	4.9	8.2	5.0	5.8	8.8	8.0	11.6	9.4	9.0	15.1	7.1	6.2	8.6
Commission as an Officer	13.5	14.4	9.1	14.8	17.8	13.2	17.9	18.0	13.8	20.2	21.4	11.8	18.9	20.3	17.2
Given Assignment of My Choice	21.5	18.4	24.2	23.5	22.8	24.6	34.5	33.9	30.6	28.5	30.1	38.2	38.0	37.9	28.7
Promoted Rapidly	13.5	12.0	14.3	13.2	11.3	12.4	14.7	14.6	18.8	14.4	13.8	16.4	12.0	11.7	18.6
Better Salary	14.6	15.6	20.7	13.3	15.6	20.4	13.6	13.3	15.0	9.4	8.7	13.6	13.8	13.5	18.3
Not Consider Under Any Condition	31.2	33.4	26.8	26.0	27.6	23.7	10.6	12.2	10.2	18.2	17.0	5.0	10.3	10.4	8.7

[a] The "Reduced" group represents the men in the "Total—Before" sample who comprise the "After" sample.

condition that men say would be of the greatest importance in increasing interest in a military career.

Within location differences between total sample and reduced sample are not statistically significant for any of the locations. However, the T1 and T2 responses have a statistically significant distribution across the response options at all five locations. (Army-Fort Knox, $p<.001$; Army-Fort Dix, $p<.02$; Navy-San Diego, $p<.02$; Marine Corps-San Diego, $p<.001$; Air Force-Lackland AFB, $p<.001$.) In the Army samples, the two major shifts are found in the increase in proportion of men who gave greatest importance to "Better salary," and the decrease in the proportion of men who said, "Wouldn't consider under any conditions."

In the Navy sample, T2 responses were less likely to be, "Commission as an officer," and more likely to be, "Promoted rapidly" or "Under present conditions."

Marine Corps responses changed considerably for almost every response option offered, but the largest shifts were downward shifts in the percentage of men who responded, "Wouldn't consider under any conditions," and "Commission as an officer." The largest upward shift from T1 to T2 was in the proportion of men who answered, "Given assignment of my choice."

In the Air Force the largest downward shift [illegible] in the percentage of men who answered, "Given assignment of my choice," and the largest upward shifts were in, "Promoted rapidly" and "Better salary."

Satisfaction With Initial Assignment and Plans for Service Career. The information on plans of new personnel for a military career provides background information for an examination of the relationship between satisfaction with initial assignment and the expectation of making a career of military service. This portion of the analysis tests the hypothesis that satisfaction with the initial assignment will tend to influence men toward regarding a military career with increased favor and that dissatisfaction with the initial assignment will tend to have the opposite effect.

Determination was made for each man as to whether his T2 expectation of making a career of the military had shifted upward, shifted downward, or undergone no change as compared with his T1 expectation. This was determined on the basis of the T1 and T2 responses to the question, "Do you think you will make a career of the military service?" These "change" scores were then cross-tabulated with expressed satisfaction with initial military assignment. A separate analysis was made for each location. Results are presented in Table 29.

Statistically stable relationships in the direction hypothesized are found for four of the five locations, the exception being the Marine Corps. The relationship under study is most clearly seen in the percentages in the columns labeled "Increase" and "Decrease." For example, in the results for Army-Fort Knox, note that the percentages of men who changed their responses to a greater expressed likelihood of making a career of military service are about 37% for men who say they are "Very satisfied" with their initial assignment, about 23% for those who say they are "Satisfied," and about 20% for those who say they are "Dissatisfied" or "Very dissatisfied."

The third group includes those men who showed a decrease in their expectation of making a career of military service. Looking down the column, one sees that only 18% of

Table 29

Relationship Between Satisfaction With Initial Assignment and Change in Expectation of Military Career, by Service

Degree of Satisfaction	Change in Expectation of Military Career							
	Increase		No Change		Decrease		Total	
	N	%	N	%	N	%	N	%
Army, Fort Knox								
Very Satisfied	75	37.1	90	44.6	37	18.3	202	100.0
Satisfied	57	23.3	125	51.0	63	25.7	245	100.0
Dissatisfied or Very Dissatisfied	30	19.9	77	51.0	44	29.1	151	100.0
Total	162	27.1	292	48.8	144	24.1	598	100.0
Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).								
Army, Fort Dix								
Very Satisfied	55	24.6	127	56.7	42	18.8	224	100.1
Satisfied	51	22.9	126	54.1	56	24.0	233	100.1
Dissatisfied or Very Dissatisfied	21	13.6	81	52.6	52	33.8	154	100.0
Total	127	20.8	334	54.7	150	24.5	611	100.0
Note: Significance of difference among satisfaction levels, $p < .01$ (tested by χ^2).								
Navy, San Diego								
Very Satisfied	67	24.7	166	61.3	38	14.0	271	100.0
Satisfied	56	19.9	165	58.5	61	21.6	282	100.0
Dissatisfied or Very Dissatisfied	23	14.8	84	54.2	48	31.0	155	100.0
Total	146	20.1	415	58.6	147	20.8	708	100.0
Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).								
Marine Corps, San Diego								
Very Satisfied	76	39.2	102	52.6	16	8.2	194	100.0
Satisfied	75	31.1	129	53.5	37	15.4	241	100.0
Dissatisfied or Very Dissatisfied	36	35.3	49	48.0	17	16.7	102	100.0
Total	187	34.8	280	52.1	70	13.0	537	100.0
Note: Not statistically significant at .05 level (tested by χ^2).								
Air Force, Lackland								
Very Satisfied	66	28.1	137	58.3	32	13.6	235	100.0
Satisfied	65	15.8	250	60.7	97	23.5	412	100.0
Dissatisfied or Very Dissatisfied	25	12.5	92	46.0	83	41.5	200	100.0
Total	156	18.4	479	56.6	212	25.0	847	100.0
Note: Significance of difference among satisfaction levels, $p < .001$ (tested by χ^2).								

the men who were very satisfied with their initial assignment showed a decreased expectation of making a career of military service, as compared with about 26% of those who were satisfied with their initial assignment, and 29% of those who were dissatisfied or very dissatisfied with their initial assignments.

The same trends are found in all of the five locations except for the "Increase" column for the Marine Corps. For the "No change" groups there is no general upward or downward trend in the percentages as one moves down the "No change" columns of the tables.

While the results lend support to the hypothesis that satisfaction with initial assignment influences expectation of making a career of the military, it is clear that large numbers of men who receive assignments with which they are quite satisfied do not show increased interest in a military career. Also there are many men who receive assignments with which they are dissatisfied but who, nevertheless, show no decrease in plans for a military career. To some degree these are men whose scores could not increase because their T1 responses were at the extreme positive position of the response scale. Particularly in Army samples, many men gave T1 responses at the extreme negative end of the scale, so that they could not show in T2 a decrease in interest in a military career.

Despite these limitations in the analysis, the results for four of the five locations point strongly to the conclusion that increased interest in a military career is likely to accompany high satisfaction with initial assignment, while decreased interest in a military career is likely to go with dissatisfaction with initial assignment.

Section IV

IMPLICATIONS

Since a high proportion of recruits expressed satisfaction with their initial assignments, there may be some basis for concluding that the services are now accommodating expressed preference about as closely as system constraints and requirements will permit. However, despite the generally favorable picture presented by the results of this study, the finding that about one-fourth of the recruits expressed dissatisfaction with their initial assignments suggests that there may still be some room for improvement.

In evaluating the findings presented here, the reader should recall that many of the men apparently were not very clear about the nature of their initial assignments. A study should be made to determine how much understanding men have about their initial assignment when they are first informed what it will be, and the extent to which the men have conceptions of the assignments that are consistent with reality. The fact that, as a result of what was learned about this during the survey, officials at one location took steps to give recruits more complete information about initial assignments suggests that this may deserve consideration at other basic training sites.

However, even where such a step might be taken, many individual recruits apparently do not fully comprehend what their initial assignments will turn out to be like until they have moved into and experienced them for a while. Thus, to more fully assess satisfaction with initial assignment, and the relation of such satisfaction with occupational or job interest ratings, it would be desirable to conduct studies that include information collected from men after they have been in their initial assignments for at least a few weeks. In the case of men whose initial assignment is to a formal school, information should also be obtained after the man has left school and has worked in the job for a few months.

Responses to one of the questionnaire items indicated that many men would be willing to extend their period of obligation in return for assurance that they would get the type of military job they would prefer. It would appear worthwhile to consider means by which both the services and the individuals involved could benefit from this kind of strong recruit motivation to get into certain types of military jobs.

The findings are consistent with the view that to the extent feasible, efforts to accommodate recruit vocational preferences should be continued. One of the variety of questions still unanswered relates the means by which occupational preference and interest data should be elicited and utilized. In the present study, the military occupational data were obtained in the form of expressed preferences and interests and in terms of choices or ratings of military occupational areas and jobs. This approach in efforts to match men with jobs congruent with their interests and, thus, improve job satisfaction and retention has obvious limitations. Men entering the service are young and their plans in terms of types of occupations are often still vague. Their vocational plans are still uncrystallized, in a stage of development, rather than definite and firm. At the same time, most men will have rather well developed patterns of values and interests along dimensions that can be reliably determined by interest, value, or activity scales. Occupations, or jobs, can be characterized by empirical means, on dimensions in the interest, value, or activity inventories. Thus, there is little doubt that, from the standpoint of psychometric characteristics and predictive efficiency, well-developed interest inventories have marked advantages over the direct occupational choice, or occupational interest approach, used in the present research.

However, as mentioned in the introduction to this report, recruits are likely to be somewhat dissatisfied with approaches that do not include opportunities to express choices, preferences, or interests in terms of actual occupations or jobs. Many of the men do, no doubt, have well-developed occupational plans; even those who do not are more likely to feel their vocational interests and preferences are being considered when the choices they make have a clear and direct tie to the occupational or job categories of the military system.

The situation is perhaps somewhat analagous to the use of absolute ratings scales as compared to the use of forced choice forms in supervisors' ratings of personnel. While forced choice forms may yield better data on important psychometric criteria, it is difficult to get supervisors to accept the forced choice approach because they feel it gives them less direct control or influence in the decision processes.

Thus, while it appears desirable to utilize more indirect techniques, such as interest inventories, in matching men and jobs, these should be supplemented by giving men an opportunity to express their preferences more directly in terms of military occupations, job clusters, or jobs. This is likely to be important—to let the recruit feel that his occupational or job preferences are considered in determining the kind of job training and work experience to which he will be assigned during military service.

It is clear that men do not have to receive their first choices to be quite satisfied with their initial assignments. In general, receiving assignment to an Occupational Area or career field in which a man expresses a relatively high level of interest is sufficient.

To the extent that the recruit is given opportunities to participate in the processes of choosing the Occupational Area of his assignment, he must have sufficient information on which to make meaningful choices. This implies the requirement that the services consider what they can do to improve the recruits' knowledge of the military world of work

Appendix I

DATA COLLECTION INSTRUMENTS

Vocational Preference Questionnaire, Army

After-Assignment Questionnaire, Army

Optical Scan Answer Sheet

VOCATIONAL PREFERENCE QUESTIONNAIRE—ARMY

R Q 1

This booklet has questions about what work you have done, what military job you would like, and what long-range job plans you have.

The information you give will be used for research purposes *only*. Your answers will be kept confidential and will NOT in any way affect your classification or future assignment.

Your answers to these questions will contribute to a report on military job assignments being prepared for the Department of Defense.

Instructions—Record your answers on your answer sheet. Do not write on the questionnaire booklet. Be sure that your answer marks are heavy and black and that you completely connect the dots above and below your answer.

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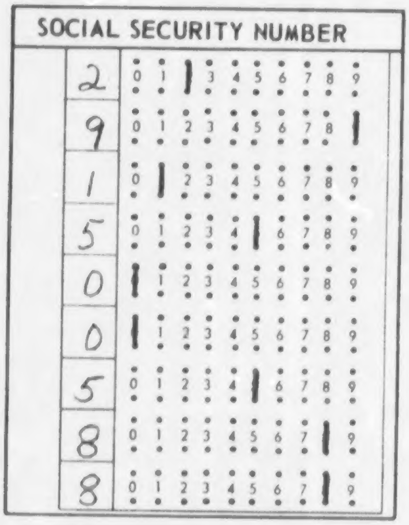
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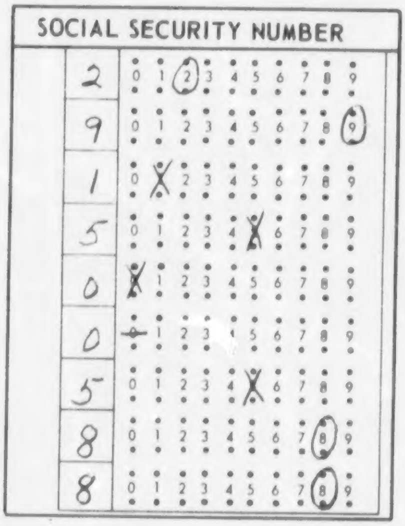
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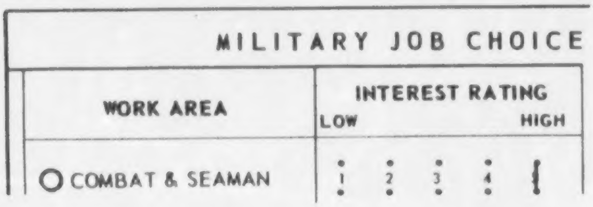
WRONG WAY

HumRRO
HUMAN RESOURCES RESEARCH ORGANIZATION

February 1971

INTEREST RATING OF MILITARY WORK AREAS

Example:



MILITARY JOB CHOICE

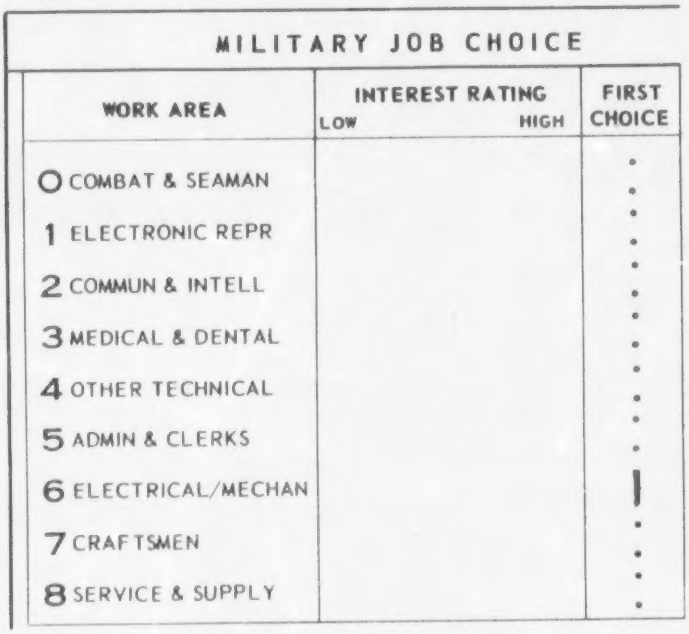
WORK AREA	INTEREST RATING LOW HIGH
O COMBAT & SEAMAN	1 2 3 4 ▮

In the example, the man marked a 5 meaning that he has *high interest* in the combat and seaman work area. The answer was marked by connecting the dots above and below the number 5.

If he had marked a 2, that would mean that he has fairly low interest in the combat and seaman work area. An answer of 3 means medium interest, and a 4 shows fairly high interest on his part.

FIRST CHOICE WORK AREA

Example:



MILITARY JOB CHOICE

WORK AREA	INTEREST RATING LOW HIGH	FIRST CHOICE
O COMBAT & SEAMAN		
1 ELECTRONIC REPR		
2 COMMUN & INTELL		
3 MEDICAL & DENTAL		
4 OTHER TECHNICAL		
5 ADMIN & CLERKS		
6 ELECTRICAL/MECHAN		▮
7 CRAFTSMEN		
8 SERVICE & SUPPLY		

In the example, the man has marked ELECTRICAL/MECHAN as his first choice work area by connecting the dots.

Everyone should mark a first choice work area. (Do not mark in the column "assignment.")

Military Work Areas
(Army)

You will rate how interested you would be to work in each of these work areas. A rating of 1 indicates very low interest and a rating of 5 indicates high interest.

Infantry, Gun Crews, and Tank Crews **0** COMBAT & SEAMAN

Includes most jobs used in combat operations. Examples: Infantryman, Tank Crewman, Artillery Crewman, and Combat Engineer.

Electronic Equipment Repairmen **1** ELECTRONIC REPR

Includes the maintenance and repair of electronic equipment. Examples: Radio Repairman, Radar Repairman, TV Equipment Repairman, and Electronic Instruments Repairman.

Communications and Intelligence Specialists **2** COMMUN & INTELL

Includes the operation and monitoring of radio, radar, and other communications equipment. Also includes gathering and analyzing intelligence information. Examples: Radio Operator, Radar Crewman, Air Traffic Control Tower Operator, Military Intelligence Analyst, and Photo Interpreter.

Medical and Dental Specialists **3** MEDICAL & DENTAL

Includes patient care and treatment. Also includes technical and related medical and dental services. Examples: Medical Corpsman, Medical Laboratory Technician, X-Ray Technician, Pharmacist, and Dental Technician.

Other Technical Specialists **4** OTHER TECHNICAL

Includes technical and professional-type jobs not listed under the other categories. Examples: Surveyor, Draftsman, Photographer, Musician, and Meterorologist.

Administrative Specialists and Clerks **5** ADMIN & CLERKS

Includes personnel and administration. Also includes all clerical jobs, accounting jobs, information and education jobs, and all data processing jobs. Examples: Personnel Administration, Postal Clerk, Clerk Typist, Radio Broadcaster, Supplyman, Computer Programmer, Chaplain's Assistant, Journalist, and Public Relations.

Electrical/Mechanical Equipment Repairmen **6** ELECTRICAL/MECHAN

Includes maintenance and repair of electrical, mechanical, hydraulic, and pneumatic equipment. Examples: Automotive Mechanic, Aircraft Mechanic, Engineer Equipment Repairman, Lineman, Cable Splicer, Office Machine Repairman, and Dial Central Office Repairman.

Craftsmen **7** CRAFTSMEN

Includes jobs used in the construction of buildings and other structures, and in the installation and maintenance of utilities. Also includes related crafts and trades. Examples: Carpenter, Mason, Plumber, Electrician, Construction Equipment Operator, Refrigeration Repairman, Metalworking, Machinist, Welder, Printer and related Graphic Arts Specialists, Fabric Repair, and Fireman.

Service and Supply Handlers **8** SERVICE & SUPPLY

Includes protective and personal services, motor transportation, food service, and non-clerical supply handling jobs. Examples: Policeman, Cook or Chef, Social Worker, Light or Heavy Vehicle Driver, Supply Shipping and Storage, and Laundry and Dry Cleaning jobs.

After you have rated your interest for each of the work areas, you will mark your first choice work area.

PREFERRED MILITARY ASSIGNMENT

Now we want to find out what job in your first choice work area you want.

Example:

WRITE NAME OF PREFERRED MILITARY ASSIGNMENT IN THIS BOX:

CONSTRUCTION EQUIPMENT OPERATION

CODE NUMBER OF PREFERRED ASSIGNMENT:	WORK AREA	7	0 1 2 3 4 5 6 ▮ 8 9
	JOB	3	0 1 2 ▮ 4 5 6 7 8 9

This man looked at the Work Area list for his first choice of Craftsmen. He read the list and picked "Construction Equipment Operation" as his preferred military assignment. He put the name in the box. The code number of "Construction Equipment Operation" is 73 — work area 7 and job 3. He marked this code number on his answer sheet.

Everyone should mark a preferred military assignment.

List of Military Jobs
(Army)

Code Number Work Area	Job	
		Infantry, Gun Crews, and Tank Crews — 0 COMBAT & SEAMAN
0	1	Infantry: Includes jobs used in ground combat operations. Examples: Rifleman or Foot Soldier, Weapons Specialist, Ground Reconnaissance Men, and Infantry Unit Leaders.
0	2	Armor: Includes tank crewmen and leaders.
0	3	Combat Engineering: Includes temporary construction of roads, airfields, and bridges in support of combat operations and the use of explosives in destroying enemy fortifications and barriers.
0	4	Artillery/Gunnery, Rockets, and Missiles: Includes artillery and missile crewmen.
		Electronic Equipment Repairmen — 1 ELECTRONIC REPR
1	0	Radio and Radar: Includes the maintenance and repair of electronic communication gear and navigation equipment. Examples: Radio Repairman, Radar Repairman, Navigation Equipment Repairman, and Aircraft Communications Equipment Repairman.
1	2	Missile Guidance, Control and Checkout: Includes electronic and electrical missile systems and components, including guidance, control and checkout equipment for guided and ballistic missiles. Examples: Ballistic Missile Repair Apprentice, Missile Guidance and Control Repairman, Missile Test Equipment Repairman, and Missile Launcher Mechanic.
1	4	Nuclear Weapons Equipment: Includes nuclear weapons control and test equipment repair.
1	5	ADP Computers: Includes all computer repair. Examples: Tabulating Equipment Repairman and Automatic Data Processing Systems (ADPS) Repairman.

(The rest of the jobs for Work Area 1 will be found on the next page)

Code Number		WORK AREA 1 (Continued)
Work Area	Job	
1	6	Teletype and Coding Equipment: Includes the repair of all teletype and cryptographic (coding) devices.
1	9	Other Electronic Equipment: Includes the repair of electronic instruments, training devices, medical equipment, television, electronic photographic controls, infra-red devices and other electronic sensing and control equipment. Examples: Television Equipment Repairman, Electronic Instrument Repairman, Camera Repairman, and Calibration Specialist.
		Communications and Intelligence Specialists **2** COMMUN & INTELL
2	0	Radio and Radio Code: Includes the operation of radio, radio teletype, and visual communication equipment. Examples: Radio Operator and Radio Relay Equipment Operator.
2	2	Radar and Air Traffic Control (ATC): Includes the operation of radar equipment and air traffic control visual and electronic navigational aids. Examples: Radar Crewman, Air Traffic Control Tower Operator, and Air Traffic Control Enroute Specialist.
2	4	Military Intelligence: Includes gathering and analyzing intelligence information, interrogating prisoners of war, interpreting aerial photographs, and counterintelligence activities. Examples: Translator-Interpreter, Interrogator, and Intelligence Analyst.
2	5	Combat Operations Control: Includes intelligence and reconnaissance activities in support of ground combat operations. Examples: Armor Reconnaissance Specialist, Field Artillery Operations and Intelligence Assistant, Air Defense Artillery Operations, and Intelligence Assistant.
		Medical and Dental Specialists **3** MEDICAL & DENTAL
3	0	Medical Care: Includes all medical care and treatment other than dental. Examples: Medical Corpsman, Operating Room Specialist, Neuropsychiatric Specialist, Physical Therapy Specialist, and Brace Specialist.
3	1	Technical Medical Services: Includes pharmaceutical, laboratory, X-ray and diagnostic test services. Examples: Optical Laboratory Specialist, Medical Laboratory Specialist, Pharmacy Specialist, and X-Ray Specialist.
3	2	Related Medical Services: Includes sanitation, health preservation and veterinary services, and preventive medicine services. Examples: Food Inspection Specialist, Veterinary Specialist, and Preventive Medicine Specialist.
3	3	Dental Care: Includes dental care and treatment and related technical and laboratory services. Examples: Dental Specialist and Dental Removable Prosthetic (false teeth and bridge work) Specialist.

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Code Number		
Work Area	Job	Other Technical Specialists 4 OTHER TECHNICAL
4	0	Photography: Includes still, motion and television cameramen, precision photographic processing, editing and sound synchronization. Examples: Still Photographer, Television Cameraman, and Photographic Laboratory Specialist.
4	1	Drafting, Surveying, and Mapping: Includes Cartographic Draftsman, Map Compiler, Rodman and Tapeman, Construction Surveyor, Construction Draftsman, and Artillery Surveyor.
4	2	Weather: Includes the observation, recording, reporting and collection of weather and sea condition data and weather forecasting. Examples: Meteorological Observer and Ballistic Meteorology Crewman.
4	3	Ordnance Disposal: Includes the excavation and rendering safe of explosive ordnance, and chemical and nuclear agents. Example: Explosive Ordnance Disposal Specialist.
4	4	Scientific and Engineering Aides: Includes professional, college-graduate level assistance to physical and biological scientists and engineers. Examples: Mechanical Engineering Assistant, Civil Engineering Assistant, Physical Sciences Assistant, and Biological Sciences Assistant.
4	5	Musicians: Includes military bandsmen and special band musicians.
4	9	Technical Specialists: Includes all physical laboratory analysts. Examples: Laboratory Specialist, Chemical Laboratory Specialist, and Soils Analyst.
		Administrative Specialists and Clerks 5 ADMIN & CLERKS
5	0	Personnel: Includes personnel administration, personnel and manpower management, recruiting and personnel testing. Example: Personnel Psychology Specialist.
5	1	Administration: Includes administrative personnel and general clerks. Examples: Stenographer, Clerk, and Postal Clerk.
5	3	Data Processing: Includes electronic accounting machine (EAM) and automatic data processing (ADP) equipment operators and programmers. Examples: Data Analysis Specialist, Card and Tape Writer, ADP Systems Analyst, and Computer Programmer.
5	4	Accounting, Finance and Disbursing: Includes audit, accounting and disbursing. Example: Audit Specialist.
5	5	Supply and Logistics: Includes supply accounting, stock control, requisitioning and related activities. Examples: Supplyman, Supply Records Clerk, Stock Control and Accounting Specialist, and Unit and Organization Supply Specialist.
5	6	Morale and Welfare: Includes recreation, morale, and welfare activities. Examples: Entertainment Specialist and Physical Activities Specialist.
5	7	Public Information: Includes troop and public information. Examples: Writer and Editor.
5	8	Communications Center Operations: Includes receiving and distributing messages, and operating communications center equipment. Examples: Communications Center Specialist and Telephone Switchboard Operator.

Code Number		
Work Area	Job	Electrical/Mechanical Equipment Repairmen 6 ELECTRICAL MECHAN
6	0	Aircraft: Includes aircraft power plants, electrical systems, structural components and surfaces, and related instruments and accessories. Examples: Aircraft Maintenance Crewman, Aircraft Turbine Engine Repairman, Aircraft Reciprocating Engine Repairman, Aircraft Electrician, and Aircraft Rotor and Propeller Repairman.
6	1	Automotive: Includes wheel and track vehicle and component repair, and construction equipment repair. Examples: Wheel Vehicle Mechanic, Fuel and Electrical Systems Repairman, and Engineer Equipment Repairman.
6	2	Wire Communications: Includes installation and maintenance of telephones, switchboards, and central office and related interior communications equipment. Examples: Cable Splicer, Field Wireman, and Dial Central Office Repairman.
6	3	Missile Mechanical and Electrical Repair: Includes the maintenance and repair of guided missile mechanical, electrical, hydraulic and pneumatic systems and components. Examples: Missile Electrical-Mechanical Repairman and Engineer Missile Equipment Specialist.
6	4	Armament and Munitions: Includes the maintenance and repair of small arms, mines, bombs, and associated mountings, and ammunition renovation. Examples: Maintenance Apprentice, Small Arms Repairman, Artillery Repairman, Nuclear Weapons Maintenance Specialist, Ammunition Storage Specialist, Ammunition Renovation Specialist, and Aircraft Armament Repairman.
6	6	Power Generating Equipment: Includes nuclear power reactors and primary electric generating plants. Examples: Power Generation Equipment Operator/Mechanic and Diesel-Electric Locomotive Repairman.
6	7	Precision Equipment: Includes maintenance and repair of optical, mechanical and electrical instruments, office machines, and nonelectric photographic, dental and topographic equipment. Examples: Office Machine Repairman and Topographic Instrument Repairman.

Code Number		
Work Area	Job	
		Craftsmen 7 CRAFTSMEN
7	0	Metalworking: Includes the machining, shaping and forming of metal and fabrication of metal and fabrication of metal parts. Examples: Metalworking Apprentice, Welder, Machinist, and Metal Body Repairman.
7	1	Construction: Includes jobs used in the construction of buildings and other structures. Examples: Construction and Utilities Worker, Structures Specialist, and Carpenter.
7	2	Utilities: Includes plumbing, heating, air conditioning, water supply and sanitation, electric wiring, power distribution, and related trades. Examples: Plumber, Heating and Ventilating Specialist, Heating and Cooling Specialist, Water Supply Specialist, Powerman, and Electrician.
7	3	Construction Equipment Operation: Includes construction machines, quarry equipment, and asphalt and concrete equipment operators. Examples: Construction Machine Operator, Crane Operator, Asphalt Equipment Operator, Quarryman, and Wheeled Tractor Operator.
7	4	Lithography (Printing): Includes the making of printing plates, composing, and the operation of offset and letter presses. Examples: Process Photographer, Platemaker, and Offset Pressman.
7	5	Industrial Gas and Fuel Production: Includes the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide. Examples: Oxygen-Acetylene Production Specialist, and Carbon Dioxide-Hydrogen Production Specialist.
7	6	Fabric, Leather, and Rubber Crafts: Includes leather, rubber and other fabric repair. Examples: Textile and Leather Repair Apprentice, Textile Repairman, Canvas Repairman, Shoe Repairman, and Tire Repairman.
7	8	Firefighter: Includes firefighting, rescue, and survival activities.
		Service and Supply Handlers 8 SERVICE & SUPPLY
8	0	Food Service: Includes handling, preparation, and serving of food. Examples: Food Service Apprentice, Cook, Meat Cutter, and Baker.
8	1	Motor Transport: Includes the operation of wheel and track vehicles and railway equipment for general transport purposes. Examples: Light and Heavy Vehicle Drivers.
8	2	Material Receipt, Storage, and Issue: Includes receiving, storing, and issuing supplies other than ammunition. Examples: Petroleum Storage Specialist, Cargo Handler, and Subsistence Storage Specialist.
8	3	Military Police: Includes all military police activities.
8	4	Personal Service: Includes laundry, dry cleaning, and related services.

Select the one best answer for Questions 1 through 12. Answer every question.

1. How much do you prefer the military assignment you have just chosen over the other jobs in your first choice work area?

   A. No preference (The jobs in my first choice work area look equally good to me.)
   B. Slight preference
   C. Moderate preference
   D. Strong preference
   E. Very strong preference (I like the job I selected much more than any of the other jobs in my first choice work area.)

   Example for Question 1.

   A man marked electronic equipment repairmen as his first choice work area and put "ADP Computers" (code number 15) as his preferred military job. Question 1 asks him how much he wants computer repair over the other jobs listed for that work area (radio and radar, missile guidance, control and checkout, and so on). He marked his answer by connecting dots.

   This answer means that he has a *slight* preference for computer repair over the other electronic equipment repair jobs.

2. *When* did you *first* decide the kind of military assignment you want?

   A. I still have not decided on the military assignment I want.
   B. While filling out this questionnaire.
   C. Since I came into the military service.
   D. Some time in the last 6 months, but before coming into the service.
   E. Some time 6 months to a year ago.
   F. More than a year ago I decided the kind of military assignment I want.

3. How much do you know about the kind of work that is done in your preferred military assignment? (the job you wrote in the box on your answer sheet)

   A. I know nothing about the kind of work in my preferred military assignment.
   B. I know a little.
   C. I know some things.
   D. I know a lot.
   E. I know everything about the kind of work in my preferred military assignment.

4. Would your enlistment contract let you serve in your preferred military assignment?

   A. I do not have an enlistment contract — I was drafted.
   B. Yes — I have a general enlistment contract so I am not committed to any particular kind of assignment.
   C. Yes — My preferred military assignment is in the area I enlisted for.
   D. No — My preferred military assignment is not in the area I enlisted for.
   E. I don't know — I'm not sure what assignments my enlistment contract would let me have.

5. How important is it to you to get the preferred military assignment you marked on your answer sheet?

   A. Very important
   B. Important
   C. Somewhat important
   D. Not very important
   E. Not important at all

6. If an officer in charge of you says, "We will guarantee that you get your preferred military assignment — if you will extend or lengthen your time in service," how much time would you be willing to add to your service commitment?

   A. This does not apply to me (I have already been guaranteed the military assignment of my choice).
   B. Three years (I would add three years to my service commitment if I could get my preferred military assignment).
   C. Two years
   D. One year
   E. Six months
   F. None (I would not add any time to my service commitment, even to get my preferred military assignment).

7. Do you think you will actually get your preferred military assignment? Mark your guess on your answer sheet.

   A. I am sure that I will get my preferred assignment.
   B. I am almost certain.
   C. I probably will.
   D. I doubt that I will.
   E. I doubt very much that I will.
   F. I am certain I will *not* get my preferred assignment.

8. Do you think you have the basic qualifications required for your preferred military assignment? Mark your guess on your answer sheet.

   A. I am sure I am qualified for my preferred assignment.
   B. I probably am qualified.
   C. I may be qualified.
   D. I doubt that I am qualified.
   E. I am sure I am *not* qualified for this assignment.

9. How much effort do you think will actually be made to match the assignment you get at the end of basic training to your qualifications?

   A. The question does not apply to me because I have been guaranteed an assignment.
   B. No effort. They'll put me where they need me without paying attention to my abilities and experience.
   C. Very little effort.
   D. Some effort.
   E. A lot of effort. The officers in charge of military assignments will do everything reasonable to put me in an assignment that suits me.

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10. How many openings do you guess there are each month in your preferred military assignment?

    A. A very large number of openings each month for this assignment.
    B. Many openings.
    C. Some openings.
    D. A few openings.
    E. A very few openings each month for people in this assignment.

11. Do you think you will make a career of the military service?

    A. Definitely will not.
    B. Probably won't.
    C. Don't know whether I will or won't make a career of the military service.
    D. Probably will.
    E. Definitely will.

12. Under which *one* of the following conditions would you be most likely to consider the military service for a career?

    A. I would consider it under present conditions.
    B. If I became eligible for commission as an officer.
    C. If I were given the assignment of my choice.
    D. If I were promoted rapidly.
    E. If the salary were better.
    F. I would not consider it under any conditions.

STOP HERE AND WAIT FOR INSTRUCTIONS

HAVE YOU EVER WORKED AT ANY JOB LISTED ON THIS PAGE?

Electronic Equipment Repairman
01. TV Equipment Repairman
02. Radio Repairman
03. Radar Repairman
04. Electronic Instruments Repairman
05. Other Electronic Equipment Repair Job

Medical and Dental Specialist
06. X-Ray Technician
07. Medical Laboratory Technician
08. Pharmacist
09. Dental Specialist
10. Other Health Specialist Job

Craftsmen and Technical Specialists
11. Machinist
12. Metal Working
13. Metal Body Repairman
14. Airframe Repairman
15. Welder
16. Printer or Related Graphic Arts
17. Printer's Apprentice
18. Offset Pressman
19. Illustrator
20. Draftsman
21. Photographer
22. Surveyor
23. Rodman and Tapeman

Administrative Specialists and Clerks
24. Legal Clerk
25. Clerk Typist
26. Postal Clerk
27. Accounting Specialist
28. Pay/Disbursing Specialist
29. Administrative Specialist
30. Supplyman or Stock Clerk
31. Stock Control and Stock Accounting
32. Repair Parts Specialist
33. Equipment Storage Specialist

Automatic Data Processing
34. Card and Tape Writer
35. ADP Machine Operator
36. Computer Systems Operator
37. Computer Programmer
38. ADP Systems Analyst
39. Other ADP Job

Information and Education Specialist
40. Journalist (Writer, Editor, etc.)
41. Public Relations
42. Radio/TV Broadcaster
43. Teacher/Instructor

Construction and Utilities Workers
44. General Construction Worker
45. Construction Equipment Operator
46. Carpenter
47. Mason
48. Plumber
49. Electrician
50. Heating and Ventilating Worker
51. Refrigeration Repairman

Mechanical/Electrical Equipment Repairmen
52. Automotive or Wheel Vehicle Repairman
53. Engineering Equipment Repairman
54. Aircraft Maintenance Mechanic
55. Dial Central Office Repairman
56. Lineman
57. Cable Splicer
58. Office Machine Repairman

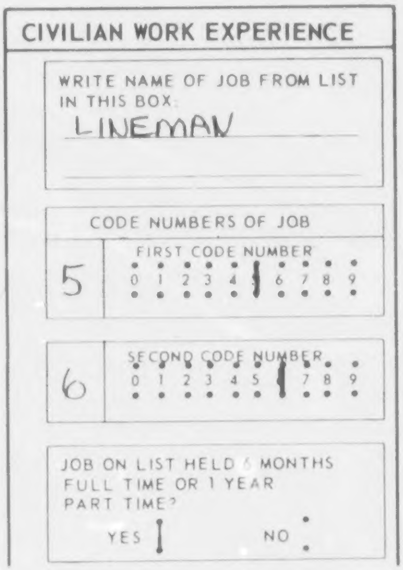
Services
59. Food Service Apprentice
60. Cook or Chef
61. Meat Cutter
62. Baker
63. Policeman
64. Fireman
65. Social Worker
66. Light Vehicle Driver
67. Heavy Vehicle Driver

If you worked at a job on the list, complete the CIVILIAN WORK EXPERIENCE section of your answer sheet. If you worked at more than one job on the list, report the job you held the longest.

If you did NOT work at any job on the list, leave the CIVILIAN WORK EXPERIENCE section blank.

Example:

The man worked as a telephone lineman for 8 months full time before he came into the military service. He marked his answer sheet as shown:



CIVILIAN WORK EXPERIENCE

WRITE NAME OF JOB FROM LIST IN THIS BOX:
LINEMAN

CODE NUMBERS OF JOB

5 FIRST CODE NUMBER: 0 1 2 3 4 [✓ 5] 6 7 8 9

6 SECOND CODE NUMBER: 0 1 2 3 4 5 [✓ 6] 7 8 9

JOB ON LIST HELD 6 MONTHS FULL TIME OR 1 YEAR PART TIME?
[✓ YES] NO

CIVILIAN WORK EXPERIENCE

Answer Questions 13, 14, and 15 about your civilian work experience *only* if you held a job listed on the facing page.

13. How long did you hold the civilian job from the list? (The job you wrote on your answer sheet.)

    A. Less than 3 months.
    B. 3, 4, or 5 months.
    C. 6, 7, or 8 months.
    D. 9, 10, or 11 months.
    E. One year, but less than two years.
    F. Two years or more.

14. Did you hold this civilian job full time or part time?

    A. Full time.
    B. Part time.
    C. Both full time and part time.

15. Would you like to do this kind of work while you are in military service?

    A. Like very much to do this kind of work while I'm in the service.
    B. Like fairly well.
    C. Doesn't matter to me whether I do this kind of work in the service.
    D. Dislike a little.
    E. Dislike very much to do this kind of work in the service.

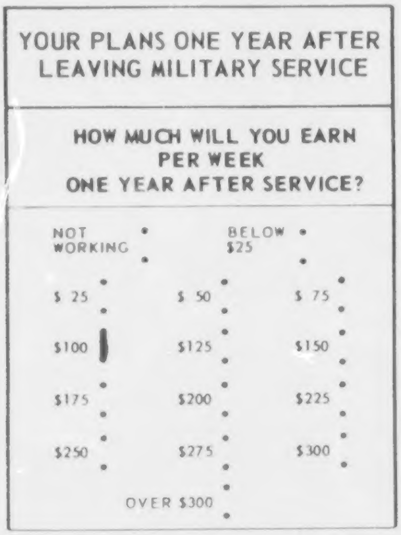
STOP HERE AND WAIT FOR INSTRUCTIONS

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

How much will you earn per week one year after service?

Mark on your answer sheet your guess of how much money you will be earning one year after you get out of the service. The amount you mark should be what you think your earnings will be per week before deductions. Include wages, salary, commissions, bonuses for all jobs. If you do not expect to be employed one year after you leave the service, mark "not working."

If you plan to make a career of the military service, mark the amount of money you expect to earn one year after you reenlist.



YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

HOW MUCH WILL YOU EARN PER WEEK ONE YEAR AFTER SERVICE?

NOT WORKING ○ BELOW $25 ○
$ 25 ○ $ 50 ○ $ 75 ○
$100 ● $125 ○ $150 ○
$175 ○ $200 ○ $225 ○
$250 ○ $275 ○ $300 ○
OVER $300 ○

In the example, the man has marked that one year after leaving the military service he expects to be earning $100 each week before taxes or other deductions.

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE

What kind of job do you expect to have one year after you leave the military service? Read all of the instructions and examples below before marking your answer.

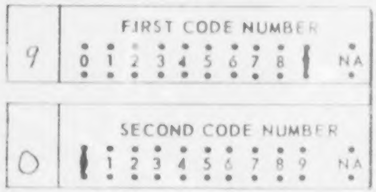
To find the code number for your job one year after you leave the military service, look inside the back cover, "List of Civilian Occupations." You will see a list of civilian jobs with two code numbers for each job. These jobs are grouped under these headings:

- Professional, Technical, and Managerial Work
- Clerical and Sales Work
- Services
- Farming, Fishery, Forestry
- Processing
- Machine Trades
- Bench Work
- Structural Work
- Miscellaneous Work

Find the name of the job that is closest to what you expect to be doing one year after getting out of the service. Write and mark the first code number and the second code number of your job on your answer sheet.

Example:

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE



This man plans to drive a truck after he gets out of the service. On the "List of Civilian Occupations" he reads "90 Motor Freight Transportation." He marks 9 as his first code number, 0 as the second code number.

On the next page, you will find more examples of "Code Numbers of Job One Year After Service."

If you:

- don't expect to be working one year after leaving the service;

  or

- have no idea what you will be doing or would like to do;

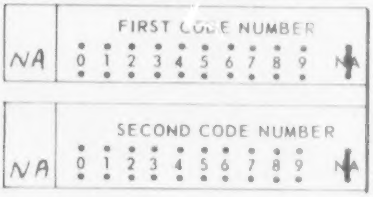
  or

- are planning to make a lifetime career of the military service;

mark "NA" for both code numbers.

Example:

CODE NUMBERS OF JOB
ONE YEAR AFTER SERVICE



NA | FIRST CODE NUMBER | 0 1 2 3 4 5 6 7 8 9 NA

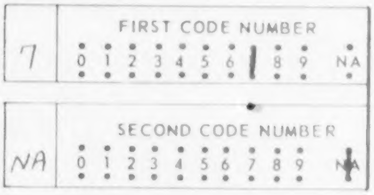
NA | SECOND CODE NUMBER | 0 1 2 3 4 5 6 7 8 9 NA

This man plans to be going to school full time one year after leaving the service and he thinks that he will not have a job then. He has marked "NA" for both code numbers.

If you can identify the first code number of your job but are *not* able to identify the second code number, mark "NA" for the second code number.

Example:

CODE NUMBERS OF JOB
ONE YEAR AFTER SERVICE



7 | FIRST CODE NUMBER | 0 1 2 3 4 5 6 7 8 9 NA

NA | SECOND CODE NUMBER | 0 1 2 3 4 5 6 7 8 9 NA

This man would like to do some kind of bench work after he gets out of the service. He does not have any idea what kind—whether working on plastic, wood, metal, etc. He marks 7 as the first code number for "bench work" and "NA" as his second code number.

After you have coded on your answer sheet your job one year after military service, go to Question 16.

Answer every question. Select the one best answer for each question.

Questions 16, 17, and 18 refer to your plans for work one year after you leave the military service.

16. How definite are your plans for the kind of job you will have one year after you leave the military service?

    A. Completely decided. (I am sure what work I'll be doing then.)
    B. Very definite.
    C. Fairly definite.
    D. Not very definite.
    E. Completely undecided. (I don't have any idea of what work I'll be doing then.)
    F. I do not plan to be working one year after leaving the service.
    or
    I plan to make a career of the military service.

17. Do you think you will be working full time or part time one year after you leave the service?

    A. Full time.
    B. Part time.
    C. I'll probably be working then, but I don't know whether I'll be working full time or part time.
    D. I don't think I'll be working then.
    E. I plan to make a career of the military service.

18. (On the blue side of your answer sheet you wrote the name of your preferred military assignment.) How much help would experience in your preferred military assignment be when you try to get the job you want after you leave the service?

    A. Very great help to me. (Experience in my preferred military assignment should be of very great help to me in getting the civilian job I want.)
    B. Great help to me.
    C. Some help to me.
    D. A little help to me.
    E. No help to me.
    F. I don't know how much experience in my preferred military assignment would help me in getting the civilian job I want.
    or
    I plan to make a career of the service.

Which *one* of the following describes your plans for education or training one year after you leave the military service?

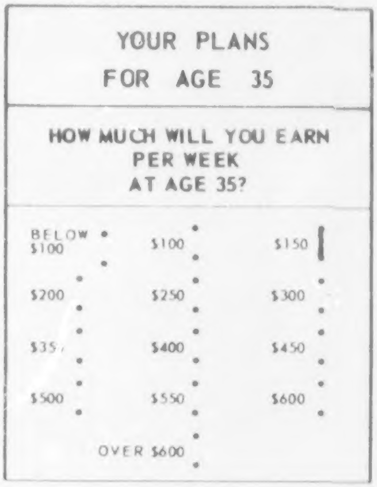
    A. I plan to take high school courses.
    B. I plan to attend a junior or two-year college.
    C. I plan to attend a regular four-year college.
    D. I plan to have trade or technical training.
    E. I plan to attend a college or university for post-graduate study.
    F. I am *not* planning further education or training after I leave the service.
    or
    I plan to make a career of the service.

YOUR PLANS FOR AGE 35

How much do you think you will be earning per week at age 35?

Mark on your answer sheet your guess of how much money you will be earning when you are 35 years old. Everyone should answer this including those who plan to be in the military service at age 35. The amount you mark on your answer sheet should be what you think your earnings will be per week before deductions. Include wages, salary, commissions, bonuses for all jobs. Base your estimate on the money paid *now* for the kind of work you plan to be doing at age 35.

Example:



YOUR PLANS
FOR AGE 35

HOW MUCH WILL YOU EARN
PER WEEK
AT AGE 35?

BELOW $100 | $100 | [✓ $150]
$200 | $250 | $300
$350 | $400 | $450
$500 | $550 | $600
OVER $600

In the example, the man has marked that when he is 35 years old, he expects to earn about $150 each week before deductions.

YOUR PLANS FOR AGE 35

CODE NUMBERS OF JOB AT AGE 35

What kind of job do you expect to have at age 35? Look at the inside back cover, "List of Civilian Occupations." Mark the code number of the job you think you will have at age 35.

If you have *no* idea what you will be doing, mark "NA" for both code numbers. If you can identify the first code number of your job but not the second, mark "NA" for the second code number. If you plan to be in the military service when you are 35, mark "NA" for both code numbers.

Example:

CODE NUMBERS OF JOB AT AGE 35

	FIRST CODE NUMBER
6	0 1 2 3 4 5 ● 7 8 9 NA

	SECOND CODE NUMBER
5	0 1 2 3 4 ● 6 7 8 9 NA

This man thinks that he will be a printer when he is 35 years old. He finds "65 Printing" under "Machine Trades" and he codes 6 as his first code number and 5 as his second code number. If he wants to be in some machine trade when he is 35 but doesn't have any idea which one, his answers would be 6 and NA.

Answer all the remaining questions with only one answer for each question.

20. How definite are your plans for the kind of job you will have when you are 35?

    A. Very definite.
    B. Fairly definite.
    C. Not very definite.
    D. Completely undecided (I don't have any idea of what kind of job I'll have then.)

21. (On the blue side of your answer sheet you wrote the name of your preferred military assignment.) How much alike are your preferred military job and your choice of a job at age 35?

    A. The jobs are identical. (My preferred military assignment and the kind of work I want to do at age 35 are the same.)
    B. The jobs are closely related.
    C. The jobs are related, but not closely.
    D. The jobs are fairly different.
    E. The jobs are completely different. (My preferred military assignment and the job I would like to have at age 35 have little or nothing in common.)
    F. I don't know.

FATHER'S OCCUPATION

Look at the "List of Civilian Occupations" on the inside back cover. Choose the number that best fits your father's job. Mark the two code numbers on your answer sheet under "Father's Occupation."

Mark what his job *was* if your father has retired, is unemployed, or has died.

Mark NA for both code numbers if you do not know your father's job.

BACKGROUND INFORMATION

22. What is the highest level of education that you have completed? Mark one answer only.

    A. Did not graduate from high school.
    B. Graduated from high school.
    C. Vocational or business school after high school.
    D. Attended junior or regular college but did not complete four years.
    E. Graduated from regular 4 year college.
    F. Post graduate study at college or university.

23. How old were you on your last birthday?

    A. Less than 19 years old.
    B. 19 or 20 years old.
    C. 21 or 22 years old.
    D. 23 or 24 years old.
    E. 25 or 26 years old.
    F. More than 26 years old.

24. What is your race?

A. Caucasian (White)
B. Negro (Black)
C. Other

25. Have you had any military experience? Mark only one answer.

A. I have had no military experience.
B. I have been on active duty, in the Armed Forces before.
C. I have been, or am now, a member of a National Guard unit
D. I have been, or am now, a member of a Reserve unit.
E. I have had some other military experience.

26. How long are you obligated to stay in active service?

A. 2 years
B. 3 years
C. 4 years
D. 6 years

27. Under which enlistment program did you enlist?

A. I was drafted (inducted).
B. No specific program or commitment.
C. Enlistment for a special training program.
D. Enlistment for a particular occupational or work area.
E. Other special enlistment program.

You have finished the questionnaire. Check your answer sheet. Make sure that you have not skipped any questions that apply to you, that your marks are dark, and that any changed answer was completely erased.

If you would like to know more about this questionnaire, look at the back cover of this booklet.

LIST OF CIVILIAN OCCUPATIONS

Use this list for job one year after leaving service, job at age 35, and for father's occupation. (Some of the occupations have examples given in parentheses)

Code	
	Professional, Technical, & Managerial Work
0 1	Architecture & Engineering
0 2	Mathematics & Physical Sciences
0 4	Life Sciences
0 5	Social Sciences
0 7	Medicine and Health
0 9	Education
1 0	Museum, Library, & Archival Sciences
1 1	Law & Jurisprudence
1 2	Religion & Theology
1 3	Writing
1 4	Art Work (designer)
1 5	Entertainment & Recreation
1 6	Administrative Specialties
1 8	Other Managerial Work
1 9	Other Professional & Technical Work
	Clerical and Sales Work
2 0	Stenography, Typing, Filing
2 1	Computer & Account Recording
2 2	Material & Production Recording (shipping clerk)
2 3	Information & Message Distribution (postal clerk)
2 4	Miscellaneous Clerical Work (claims adjuster)
2 5	Saleswork, Services
2 6	Saleswork, Goods
	Services
3 0	Domestic (valet)
3 1	Food & Beverage Preparation
3 2	Lodging (bellman)
3 3	Barbering & Cosmetology
3 4	Amusement & Recreation (ticket taker, attendant)
3 5	Other Personal Services
3 6	Apparel & Furnishings (laundry)
3 7	Protective (policeman)
3 8	Building (janitor)
	Farming, Fishery, Forestry
4 0	Plant Farming
4 1	Animal Farming
4 2	Other Farming
4 3	Fishery & Related Work
4 4	Forestry
4 5	Hunting, Trapping, etc.
4 6	Agricultural Services

Code	
	Processing
5 0	Metal
5 1	Ore Refining & Foundry Work
5 2	Food
5 3	Paper
5 4	Petroleum, Coal and Gas
5 5	Chemical (plastics, rubber, paint)
5 6	Wood
5 7	Stone, Clay, Glass
5 8	Leather & Textiles
5 9	Other Processing
	Machine Trades
6 0	Metal Machining
6 1	Other Metalworking (forging)
6 2	Mechanical Repairing (auto, aircraft, marine)
6 4	Paperworking
6 5	Printing
6 6	Wood Machining
6 7	Machining Stone, Clay, Glass
6 8	Textile Machine Work
6 9	Other Machine Work
	Bench Work
7 0	Manufacture & Repair of Metal Products
7 1	Make & Repair Scientific & Medical Apparatus
7 2	Assembly & Repair Electronic Equipment
7 3	Make & Repair Products Mixed Materials
7 4	Painting & Decorating
7 5	Make & Repair Plastics, Rubber, etc.
7 6	Make & Repair Wood Products
7 7	Make & Repair Sand, Stone, Glass Products
7 8	Make & Repair Textile & Leather Products
7 9	Other Benchwork
	Structural Work
8 0	Other Metal Fabricating (structural steel work)
8 1	Welding & Frame Cutting
8 2	Electrical Assembly, Installation & Repair (lineman, electrician, cable repairman)
8 4	Painting, Plastering, Cementing
8 5	Excavating, Grading, & Paving
8 6	Other Construction Work (carpenter, plumber)
8 9	Other Structural Work
	Miscellaneous Work
9 0	Motor Freight Transportation
9 1	Other Transportation Work (railroad, air)
9 2	Packaging & Materials Handling
9 3	Extraction of Minerals (mining)
9 4	Logging
9 5	Production & Distribution of Utilities (stationary engineer)
9 6	T.V., Radio, Movie and Stage Production
9 7	Graphic Art Work (sign painter, photoengraver)

Information to answer questions about the VOCATIONAL PREFERENCE QUESTIONNAIRE

Question: What is the purpose of the Vocational Preference Questionnaire?

Answer: This Questionnaire will provide information for a report on military job assignments being prepared for the Department of Defense.

Question: Why was I selected to fill out this form?

Answer: You and all the other men filling out this form were not selected for any special reason. All recruits who process through this training center for one month's time will receive this questionnaire.

Question: Who will see my answers to these questions?

Answer: Your answers will be used for research purposes only. None of the officers or NCOs in your unit will see your questionnaire.

Question: Will doing this help me get the job I want while I'm in the service?

Answer: No. This information will not be used to determine your military assignment. It will neither help nor hurt the chances you now have of getting the job you would like to have.

Question: What is the Human Resources Research Organization?

Answer: The Human Resources Research Organization (HumRRO) is an independent, nonprofit corporation established to conduct research in training and education. HumRRO now has a contract with the government to conduct this study of the military assignment process.

AFTER-ASSIGNMENT QUESTIONNAIRE—ARMY

RQ2

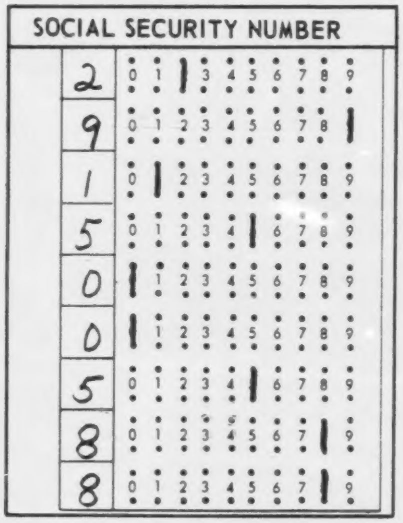
This booklet has questions about what military job you would like, what military assignment you were given, and what long-range job plans you have. The booklet is very much like the Vocational Preference Questionnaire that you filled out when you first came into the service. You will see that some of the questions are the same ones that you answered then. You may give the same answers, or you may give different answers to those questions, depending on what you think or how you feel now.

The information you give will be used for research purposes only. Your answers will be kept confidential and will NOT in any way affect your classification or your future assignment.

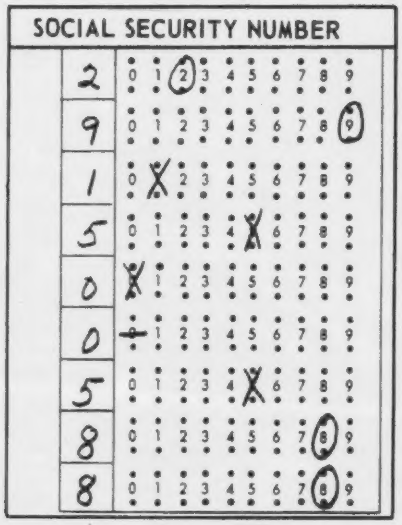
Your answers to these questions will contribute to a report on military job assignments being prepared for the Department of Defense.

Instructions—Record your answers on your answer sheet. Do not write on the questionnaire booklet. Be sure that your answer marks are heavy and black and that you completely connect the dots above and below your answer.

SSAN: 291 - 50 - 0588



RIGHT WAY



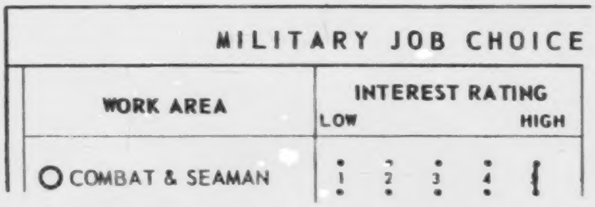
WRONG WAY

HumRRO
HUMAN RESOURCES RESEARCH ORGANIZATION

April 1971

INTEREST RATING OF MILITARY WORK AREAS

Example:



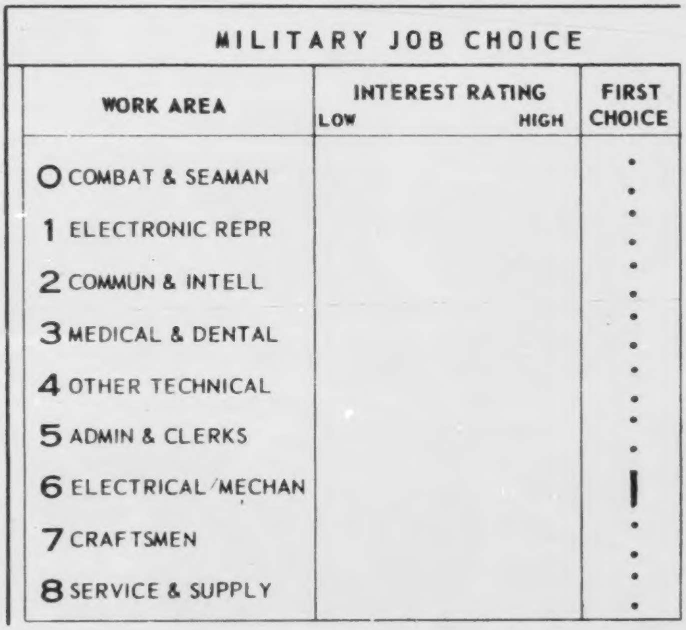
MILITARY JOB CHOICE	
WORK AREA	**INTEREST RATING** LOW HIGH
O COMBAT & SEAMAN	1 2 3 4

In the example, the man marked a 5 meaning that he has *high interest* in the combat and seaman work area. The answer was marked by connecting the dots above and below the number 5.

If he had marked a 2, that would mean that he has fairly low interest in the combat and seaman work area. An answer of 3 means medium interest, and a 4 shows fairly high interest on his part.

FIRST CHOICE WORK AREA

Example:



MILITARY JOB CHOICE		
WORK AREA	**INTEREST RATING** LOW HIGH	**FIRST CHOICE**
O COMBAT & SEAMAN		
1 ELECTRONIC REPR		
2 COMMUN & INTELL		
3 MEDICAL & DENTAL		
4 OTHER TECHNICAL		
5 ADMIN & CLERKS		
6 ELECTRICAL/MECHAN		[✓]
7 CRAFTSMEN		
8 SERVICE & SUPPLY		

In the example, the man has marked ELECTRICAL/MECHAN as his first choice work area by connecting the dots.

Everyone should mark a first choice work area.

Military Work Areas
(Army)

You will rate how interested you would be to work in each of these work areas. A rating of 1 indicates very low interest and a rating of 5 indicates high interest. See example on page 2. Your ratings may be different from the ratings you gave on the first questionnaire.

Infantry, Gun Crews, and Tank Crews 0 COMBAT & SEAMAN

Includes most jobs used in combat operations. Examples: Infantryman, Tank Crewman, Artillery Crewman, and Combat Engineer.

Electronic Equipment Repairmen 1 ELECTRONIC REPR

Includes the maintenance and repair of electronic equipment. Examples: Radio Repairman, Radar Repairman, TV Equipment Repairman, and Electronic Instruments Repairman.

Communications and Intelligence Specialists 2 COMMUN & INTELL

Includes the operation and monitoring of radio, radar, and other communications equipment. Also includes gathering and analyzing intelligence information. Examples: Radio Operator, Radar Crewman, Air Traffic Control Tower Operator, Military Intelligence Analyst, and Photo Interpreter.

Medical and Dental Specialists 3 MEDICAL & DENTAL

Includes patient care and treatment. Also includes technical and related medical and dental services. Examples: Medical Corpsman, Medical Laboratory Technician, X-Ray Technician, Pharmacist, and Dental Technician.

Other Technical Specialists 4 OTHER TECHNICAL

Includes technical and professional-type jobs not listed under the other categories. Examples: Surveyor, Draftsman, Photographer, Musician, and Meterorologist.

Administrative Specialists and Clerks 5 ADMIN & CLERKS

Includes personnel and administration. Also includes all clerical jobs, accounting jobs, information and education jobs, and all data processing jobs. Examples: Personnel Administration, Postal Clerk, Clerk Typist, Radio Broadcaster, Supplyman, Computer Programmer, Chaplain's Assistant, Journalist, and Public Relations.

Electrical/Mechanical Equipment Repairmen 6 ELECTRICAL MECHAN

Includes maintenance and repair of electrical, mechanical, hydraulic, and pneumatic equipment. Examples: Automotive Mechanic, Aircraft Mechanic, Engineer Equipment Repairman, Lineman, Cable Splicer, Office Machine Repairman, and Dial Central Office Repairman.

Craftsmen 7 CRAFTSMEN

Includes jobs used in the construction of buildings and other structures, and in the installation and maintenance of utilities. Also includes related crafts and trades. Examples: Carpenter, Mason, Plumber, Electrician, Construction Equipment Operator, Refrigeration Repairman, Metalworking, Machinist, Welder, Printer and related Graphic Arts Specialists, Fabric Repair, and Fireman.

Service and Supply Handlers 8 SERVICE & SUPPLY

Includes protective and personal services, motor transportation, food service, and non-clerical supply handling jobs. Examples: Policeman, Cook or Chef, Light or Heavy Vehicle Driver, Supply Shipping and Storage, and Laundry and Dry Cleaning jobs.

AFTER YOU HAVE RATED YOUR INTEREST FOR EACH OF THE WORK AREAS, YOU WILL MARK YOUR FIRST CHOICE WORK AREA. See example on page 2.

PREFERRED MILITARY ASSIGNMENT

Now we want to find out what job in your first choice work area you want.

Example:

WRITE NAME OF PREFERRED MILITARY ASSIGNMENT IN THIS BOX:

CONSTRUCTION EQUIPMENT OPERATION

CODE NUMBER OF PREFERRED ASSIGNMENT:	WORK AREA	7	0 1 2 3 4 5 6 ● 8 9
	JOB	3	0 1 2 ● 4 5 6 7 8 9

This man looked at the Work Area list for his first choice of Craftsmen. He read the list and picked "Construction Equipment Operation" as his preferred military assignment. He put the name in the box. The code number of "Construction Equipment Operation" is 73 — work area 7 and job 3. He marked this code number on his answer sheet.

Everyone should mark a preferred military assignment. Your preferred assignment may be the same as you marked before, or it may be different.

List of Military Jobs
(Army)

Code Number		
Work Area	Job	
		Infantry, Gun Crews, and Tank Crews **0** COMBAT & SEAMAN
0	1	Infantry: Includes jobs used in ground combat operations. Examples: Rifleman or Foot Soldier, Weapons Specialist, Ground Reconnaissance Men, and Infantry Unit Leaders.
0	2	Armor: Includes tank crewmen and leaders.
0	3	Combat Engineering: Includes temporary construction of roads, airfields, and bridges in support of combat operations and the use of explosives in destroying enemy fortifications and barriers.
0	4	Artillery/Gunnery, Rockets, and Missiles: Includes artillery and missile crewmen.
		Electronic Equipment Repairmen **1** ELECTRONIC REPR
1	0	Radio and Radar: Includes the maintenance and repair of electronic communication gear and navigation equipment. Examples: Radio Repairman, Radar Repairman, Navigation Equipment Repairman, and Aircraft Communications Equipment Repairman.
1	2	Missile Guidance, Control and Checkout: Includes electronic and electrical missile systems and components, including guidance, control and checkout equipment for guided and ballistic missiles. Examples: Ballistic Missile Repair Apprentice, Missile Guidance and Control Repairman, Missile Test Equipment Repairman, and Missile Launcher Mechanic.
1	4	Nuclear Weapons Equipment: Includes nuclear weapons control and test equipment repair.
1	5	ADP Computers: Includes all computer repair. Examples: Tabulating Equipment Repairman and Automatic Data Processing Systems (ADPS) Repairman.

(The rest of the jobs for Work Area 1 will be found on the next page)

Code Number		WORK AREA 1 (Continued)
Work Area	Job	
1	6	Teletype and Coding Equipment: Includes the repair of all teletype and cryptographic (coding) devices.
1	9	Other Electronic Equipment: Includes the repair of electronic instruments, training devices, medical equipment, television, electronic photographic controls, infra-red devices and other electronic sensing and control equipment. Examples: Television Equipment Repairman, Electronic Instrument Repairman, Camera Repairman, and Calibration Specialist.
		Communications and Intelligence Specialists 2 COMMUN & INTELL
2	0	Radio and Radio Code: Includes the operation of radio, radio teletype, and visual communication equipment. Examples: Radio Operator and Radio Relay Equipment Operator.
2	2	Radar and Air Traffic Control (ATC): Includes the operation of radar equipment and air traffic control visual and electronic navigational aids. Examples: Radar Crewman, Air Traffic Control Tower Operator, and Air Traffic Control Enroute Specialist.
2	4	Military Intelligence: Includes gathering and analyzing intelligence information, interrogating prisoners of war, interpreting aerial photographs, and counterintelligence activities. Examples: Translator-Interpreter, Interrogator, and Intelligence Analyst.
2	5	Combat Operations Control: Includes intelligence and reconnaissance activities in support of ground combat operations. Examples: Armor Reconnaissance Specialist, Field Artillery Operations and Intelligence Assistant, Air Defense Artillery Operations, and Intelligence Assistant.
		Medical and Dental Specialists 3 MEDICAL & DENTAL
3	0	Medical Care: Includes all medical care and treatment other than dental. Examples: Medical Corpsman, Operating Room Specialist, Neuropsychiatric Specialist, Physical Therapy Specialist, and Brace Specialist.
3	1	Technical Medical Services: Includes pharmaceutical, laboratory, X-ray and diagnostic test services. Examples: Optical Laboratory Specialist, Medical Laboratory Specialist, Pharmacy Specialist, and X-Ray Specialist.
3	2	Related Medical Services: Includes sanitation, health preservation and veterinary services, and preventive medicine services. Examples: Food Inspection Specialist, Veterinary Specialist, and Preventive Medicine Specialist.
3	3	Dental Care: Includes dental care and treatment and related technical and laboratory services. Examples: Dental Specialist and Dental Removable Prosthetic (false teeth and bridge work) Specialist.

BEST COPY AVAILABLE

Code Number		
Work Area	Job	Other Technical Specialists 4 OTHER TECHNICAL
4	0	Photography: Includes still, motion and television cameramen, precision photographic processing, editing and sound synchronization. Examples: Still Photographer, Television Cameraman, and Photographic Laboratory Specialist.
4	1	Drafting, Surveying, and Mapping: Includes Cartographic Draftsman, Map Compiler, Rodman and Tapeman, Construction Surveyor, Construction Draftsman, and Artillery Surveyor.
4	2	Weather: Includes the observation, recording, reporting and collection of weather and sea condition data and weather forecasting. Examples: Meteorological Observer and Ballistic Meteorology Crewman.
4	3	Ordnance Disposal: Includes the excavation and rendering safe of explosive ordnance, and chemical and nuclear agents. Example: Explosive Ordnance Disposal Specialist.
4	4	Scientific and Engineering Aides: Includes professional, college-graduate level assistance to physical and biological scientists and engineers. Examples: Mechanical Engineering Assistant, Civil Engineering Assistant, Physical Sciences Assistant, and Biological Sciences Assistant.
4	5	Musicians: Includes military bandsmen and special band musicians.
4	9	Technical Specialists: Includes all physical laboratory analysts. Examples: Laboratory Specialist, Chemical Laboratory Specialist, and Soils Analyst.
		Administrative Specialists and Clerks 5 ADMIN & CLERKS
5	0	Personnel: Includes personnel administration, personnel and manpower management, recruiting and personnel testing. Example: Personnel Psychology Specialist.
5	1	Administration: Includes administrative personnel and general clerks. Examples: Stenographer, Clerk, and Postal Clerk.
5	3	Data Processing: Includes electronic accounting machine (EAM) and automatic data processing (ADP) equipment operators and programmers. Examples: Data Analysis Specialist, Card and Tape Writer, ADP Systems Analyst, and Computer Programmer.
5	4	Accounting, Finance and Disbursing: Includes audit, accounting and disbursing. Example: Audit Specialist.
5	5	Supply and Logistics: Includes supply accounting, stock control, requisitioning and related activities. Examples: Supplyman, Supply Records Clerk, Stock Control and Accounting Specialist, and Unit and Organization Supply Specialist.
5	6	Morale and Welfare: Includes recreation, morale, and welfare activities. Examples: Entertainment Specialist and Physical Activities Specialist.
5	7	Public Information: Includes troop and public information. Examples: Writer and Editor.
5	8	Communications Center Operations: Includes receiving and distributing messages, and operating communications center equipment. Examples: Communications Center Specialist and Telephone Switchboard Operator.

Code Number		
Work Area	Job	Electrical/Mechanical Equipment Repairmen
6	0	Aircraft: Includes aircraft power plants, electrical systems, structural components and surfaces, and related instruments and accessories. Examples: Aircraft Maintenance Crewman, Aircraft Turbine Engine Repairman, Aircraft Reciprocating Engine Repairman, Aircraft Electrician, and Aircraft Rotor and Propeller Repairman.
6	1	Automotive: Includes wheel and track vehicle and component repair, and construction equipment repair. Examples: Wheel Vehicle Mechanic, Fuel and Electrical Systems Repairman, and Engineer Equipment Repairman.
6	2	Wire Communications: Includes installation and maintenance of telephones, switchboards, and central office and related interior communications equipment. Examples: Cable Splicer, Field Wireman, and Dial Central Office Repairman.
6	3	Missile Mechanical and Electrical Repair: Includes the maintenance and repair of guided missile mechanical, electrical, hydraulic and pneumatic systems and components. Examples: Missile Electrical-Mechanical Repairman and Engineer Missile Equipment Specialist.
6	4	Armament and Munitions: Includes the maintenance and repair of small arms, mines, bombs, and associated mountings, and ammunition renovation. Examples: Maintenance Apprentice, Small Arms Repairman, Artillery Repairman, Nuclear Weapons Maintenance Specialist, Ammunition Storage Specialist, Ammunition Renovation Specialist, and Aircraft Armament Repairman.
6	6	Power Generating Equipment: Includes nuclear power reactors and primary electric generating plants. Examples: Power Generation Equipment Operator/Mechanic and Diesel-Electric Locomotive Repairman.
6	7	Precision Equipment: Includes maintenance and repair of optical, mechanical and electrical instruments, office machines, and nonelectric photographic, dental and topographic equipment. Examples: Office Machine Repairman and Topographic Instrument Repairman.

Code Number		
Work Area	Job	Craftsmen 7 CRAFTSMEN
7	0	Metalworking: Includes the machining, shaping and forming of metal and fabrication of metal and fabrication of metal parts. Examples: Metalworking Apprentice, Welder, Machinist, and Metal Body Repairman.
7	1	Construction: Includes jobs used in the construction of buildings and other structures. Examples: Construction and Utilities Worker, Structures Specialist and Carpenter.
7	2	Utilities: Includes plumbing, heating, air conditioning, water supply and sanitation, electric wiring, power distribution, and related trades. Examples: Plumber, Heating and Ventilating Specialist, Heating and Cooling Specialist, Water Supply Specialist, Powerman, and Electrician.
7	3	Construction Equipment Operation: Includes construction machines, quarry equipment, and asphalt and concrete equipment operators. Examples: Construction Machine Operator, Crane Operator, Asphalt Equipment Operator, Quarryman, and Wheeled Tractor Operator.
7	4	Lithography (Printing): Includes the making of printing plates, composing, and the operation of offset and letter presses. Examples: Process Photographer, Platemaker, and Offset Pressman.
7	5	Industrial Gas and Fuel Production: Includes the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide. Examples: Oxygen-Acetylene Production Specialist, and Carbon Dioxide-Hydrogen Production Specialist.
7	6	Fabric, Leather, and Rubber Crafts: Includes leather, rubber and other fabric repair. Examples: Textile and Leather Repair Apprentice, Textile Repairman, Canvas Repairman, Shoe Repairman, and Tire Repairman.
7	8	Firefighter: Includes firefighting, rescue, and survival activities.
		Service and Supply Handlers 8 SERVICE & SUPPLY
8	0	Food Service: Includes handling, preparation, and serving of food. Examples: Food Service Apprentice, Cook, Meat Cutter, and Baker.
8	1	Motor Transport: Includes the operation of wheel and track vehicles and railway equipment for general transport purposes. Examples: Light and Heavy Vehicle Drivers.
8	2	Material Receipt, Storage, and Issue: Includes receiving, storing, and issuing supplies other than ammunition. Examples: Petroleum Storage Specialist, Cargo Handler, and Subsistence Storage Specialist.
8	3	Military Police: Includes all military police activities.
8	4	Personal Service: Includes laundry, dry cleaning, and related services.

MILITARY ASSIGNMENT AFTER BASIC TRAINING

In which of the military work areas listed on page 3 does your first assignment fall? Mark the work area of your assignment after basic training as in the example below:

MILITARY JOB CHOICE

WORK AREA	INTEREST RATING LOW				HIGH	FIRST CHOICE	ASSIGNMENT
0 COMBAT & SEAMAN	1	2	3	4	5		
1 ELECTRONIC REPR	1	2	3	4	5		
2 COMMUN & INTELL	1	2	3	4	5		[✓]
3 MEDICAL & DENTAL	1	2	3	4	5		
4 OTHER TECHNICAL	1	2	3	4	5		
5 ADMIN & CLERKS	1	2	3	4	5		
6 ELECTRICAL/MECHAN	1	2	3	4	5		
7 CRAFTSMEN	1	2	3	4	5		
8 SERVICE & SUPPLY	1	2	3	4	5		

In the example, the man got an assignment after basic to attend training leading to work in air traffic control. He studied the work areas and job lists (pages 4-8) and found that this training assignment falls in Work Area 2 "Communications and Intelligence Specialists". He marked Work Area 2 on his answer sheet.

Now we want to know to what job (or training for a job) in the work area you were assigned. Mark the code number of your assignment as in the example below:

CODE NUMBER OF ACTUAL ASSIGNMENT	WORK AREA	2	0 1 [✓ 2] 3 4 5 6 7 8 9
	JOB	2	0 1 [✓ 2] 3 4 5 6 7 8 9

The man with the assignment to attend training leading to air traffic control work locates this assignment under "Radar and Air Traffic Control" with a code number of 22. He marked the code number of his first assignment as shown above.

Select the one best answer for Questions 1 through 15. Answer every question.

1. In general, how satisfied are you with your assignment after basic training?

   A. Very satisfied.
   B. Satisfied.
   C. Dissatisfied.
   D. Very dissatisfied.

2. After you entered the service, how good a job did the service do to inform you of the kinds of jobs and assignments which the service has to offer?

   Base your rating on the information you received through regular military channels. Do not consider information you have picked up from friends or by taking this questionnaire or the previous questionnaire.

   A. An excellent job of informing me.
   B. A good job.
   C. A fair job.
   D. A poor job.
   E. A very poor job.

Questions 3-6. Rate how well the service did in getting various kinds of information about you.

Your ratings should be based on information gathered by regular military tests, interviews, etc. Do not consider information you gave on this questionnaire or on the previous questionnaire.

3. How good a job did the service do in getting information about your *aptitudes or abilities (verbal, mechanical, mathematical, etc.)*?

   A. Excellent.
   B. Good.
   C. Fair.
   D. Poor.
   E. Very poor.

4. How good a job did the service do in getting information about your *education and training?*

   A. Excellent.
   B. Good.
   C. Fair.
   D. Poor.
   E. Very poor.

5. How good a job did the service do in getting information about your *civilian-acquired skills or civilian job experience*?

   A. Excellent.
   B. Good.
   C. Fair.
   D. Poor
   E. Very poor.

6. How good a job did the service do in getting information about your *interests and preferences*?

   A. Excellent.
   B. Good.
   C. Fair.
   D. Poor.
   E. Very poor.

Questions 7-10. Rate how much importance you think the service gave to various items of information about you when deciding on your first assignment after basic training: (You should know that the answers you gave to the previous questionnaire did not in any way affect the assignment you received.)

7. How much importance do you think the service gave to your *aptitudes or abilities* (verbal, mechanical, mathematical, etc.) when deciding on your first assignment?

   A. Great importance.
   B. Quite a bit of importance.
   C. Little importance.
   D. No importance.

8. How much importance do you think the service gave to your *education and training* when deciding on your first assignment?

   A. Great importance.
   B. Quite a bit of importance.
   C. Little importance.
   D. No importance.

9. How much importance do you think the service gave to your *civilian acquired skills or civilian job experience* when deciding on your first assignment?

   A. Great importance.
   B. Quite a bit of importance.
   C. Little importance.
   D. No importance.

10. How much importance do you think the service gave to your *interests and preferences* when deciding on your first assignment?

   A. Great importance.
   B. Quite a bit of importance.
   C. Little importance.
   D. No importance.

11. Do you think you will make a career of the military service?

   A. Definitely will not.
   B. Probably won't.
   C. Don't know whether I will or won't make a career of the military service.
   D. Probably will.
   E. Definitely will.

12. Under which *one* of the following conditions would you be most likely to consider the military service for a career?
    - A. I would consider it under present conditions.
    - B. If I became eligible for commission as an officer.
    - C. If I were given the assignment of my choice.
    - D. If I were promoted rapidly.
    - E. If the salary were better.
    - F. I would not consider it under any conditions.

    Go directly to Question 13. Do not mark in the space for name and code number of civilian job.

13. Were you assigned to school training or to on-the-job training?
    - A. I was assigned to formal school training.
    - B. I was assigned to a job where I will receive on-the-job training.
    - C. I don't know.

14. How much do you think that your assignment after basic training will use your civilian job experience?
    - A. Doesn't apply to me. I came in with no civilian job skills the service could use.
    - B. A lot of use (My first assignment will make a lot of use of my civilian job experience.)
    - C. Some use.
    - D. No use.

15. Is there some other job or training assignment in the service which would make better use of your civilian job experience?
    - A. Doesn't apply to me. I came in with no civilian job skills the service could use.
    - B. Yes. There is some other military assignment which would make better use of my civilian job skills.
    - C. No. The assignment I was given makes the best use of my civilian job skills.
    - D. Don't know.

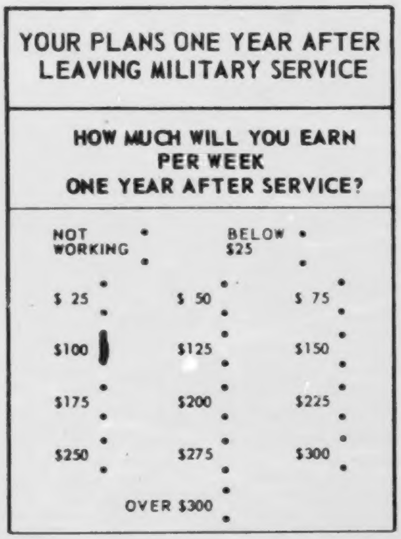
STOP HERE AND WAIT FOR INSTRUCTIONS

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

How much will you earn per week one year after service?

Mark on your answer sheet your guess of how much money you will be earning one year after you get out of the service. The amount you mark should be what you think your earnings will be per week before deductions. Include wages, salary, commissions, bonuses for all jobs. If you do not expect to be employed one year after you leave the service, mark "not working."

If you plan to make a career of the military service, mark the amount of money you expect to earn one year after you reenlist.



YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

HOW MUCH WILL YOU EARN PER WEEK ONE YEAR AFTER SERVICE?

NOT WORKING ○	BELOW $25 ○	
$ 25 ○	$ 50 ○	$ 75 ○
$100 ●	$125 ○	$150 ○
$175 ○	$200 ○	$225 ○
$250 ○	$275 ○	$300 ○
	OVER $300 ○	

In the example, the man has marked that one year after leaving the military service he expects to be earning $100 each week before taxes or other deductions.

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE

What kind of job do you expect to have one year after you leave the military service? Read all of the instructions and examples below before marking your answer.

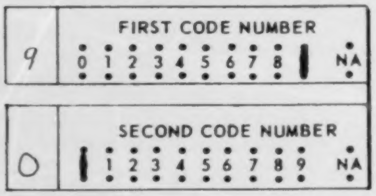
To find the code number for your job one year after you leave the military service, look inside the back cover, "List of Civilian Occupations." You will see a list of civilian jobs with two code numbers for each job. These jobs are grouped under these headings:

- Professional, Technical, and Managerial Work
- Clerical and Sales Work
- Services
- Farming, Fishery, Forestry
- Processing
- Machine Trades
- Bench Work
- Structural Work
- Miscellaneous Work

Find the name of the job that is closest to what you expect to be doing one year after getting out of the service. Write and mark the first code number and the second code number of your job on your answer sheet.

Example:

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE



This man plans to drive a truck after he gets out of the service. On the "List of Civilian Occupations" he reads "90 Motor Freight Transportation." He marks 9 as his first code number, 0 as the second code number.

If you:

-don't expect to be working one year after leaving the service;

or

-have no idea what you will be doing or would like to do;

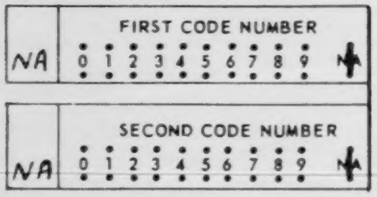
or

-are planning to make a lifetime career of the military service;

mark "NA" for both code numbers.

Example:

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE



This man plans to be going to school full time one year after leaving the service and he thinks that he will not have a job then. He has marked "NA" for both code numbers.

Answer every question. Select the one best answer for each question.

Questions 16-19 refer to your plans one year after you leave the military service.

16. How definite are your plans for the kind of job you will have one year after you leave the military service?

A. Completely decided. (I am sure what work I'll be doing then.)
B. Very definite.
C. Fairly definite.
D. Not very definite.
E. Completely undecided. (I don't have any idea of what work I'll be doing then.)
F. I do not plan to be working one year after leaving the service.
or
I plan to make a career of the military service.

17. Do you think you will be working full time or part time one year after you leave the service?

A. Full time.
B. Part time.
C. I'll probably be working then, but I don't know whether I'll be working full time or part time.
D. I don't think I'll be working then.
E. I plan to make a career of the military service.

18. (On the blue side of your answer sheet you marked the code number of your assignment after basic training.) How much help will experience in this first assignment be when you try to get the job you want after you leave the service?

A. Great help to me. (Experience in my first assignment (after basic training) should be of very great help to me in getting the civilian job I want.)
B. Some help to me.
C. A little help to me.
D. Very little help to me.
E. No help to me.
F. I don't know how much experience in my first military assignment will help
or
I plan to make a career of the service.

19. Which *one* of the following describes your plans for education or training one year after you leave the military service?

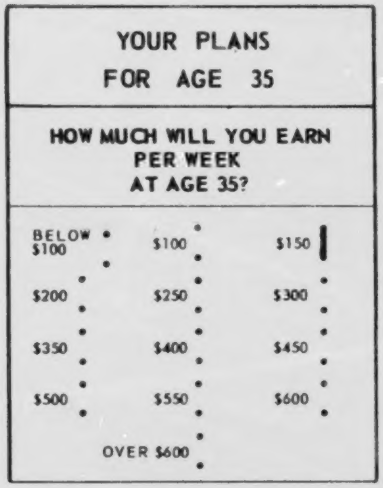
A. I plan to take high school courses.
B. I plan to attend a junior or two-year college.
C. I plan to attend a regular four-year college.
D. I plan to have trade or technical training.
E. I plan to attend a college or university for post-graduate study.
F. I am *not* planning further education or training after I leave the service.
or
I plan to make a career of the service.

YOUR PLANS FOR AGE 35

How much do you think you will be earning per week at age 35?

Mark on your answer sheet your guess of how much money you will be earning when you are 35 years old. Everyone should answer this including those who plan to be in the military service at age 35. The amount you mark on your answer sheet should be what you think your earnings will be per week before deductions. Include wages, salary, commissions, bonuses for all jobs. Base your estimate on the money paid *now* for the kind of work you plan to be doing at age 35.

Example:



YOUR PLANS FOR AGE 35

HOW MUCH WILL YOU EARN PER WEEK AT AGE 35?

BELOW $100	$100	$150
$200	$250	$300
$350	$400	$450
$500	$550	$600
	OVER $600	

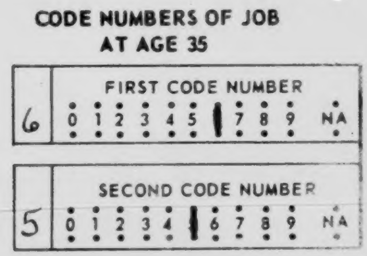
In the example, the man has marked that when he is 35 years old, he expects to earn about $150 each week before deductions.

CODE NUMBERS OF JOB AT AGE 35

What kind of job do you expect to have at age 35? Look at the inside back cover, "List of Civilian Occupations." Mark the code number of the job you think you will have at age 35.

If you have *no* idea what you will be doing, mark "NA" for both code numbers. If you can identify the first code number of your job but not the second, mark "NA" for the second code number. If you plan to be in the military service when you are 35, mark "NA" for both code numbers.

Example:



CODE NUMBERS OF JOB AT AGE 35

FIRST CODE NUMBER
6 | 0 1 2 3 4 5 7 8 9 NA

SECOND CODE NUMBER
5 | 0 1 2 3 4 6 7 8 9 NA

This man thinks that he will be a printer when he is 35 years old. He finds "65 Printing" under "Machine Trades" and he codes 6 as his first code number and 5 as his second code number. If he wants to be in some machine trade when he is 35 but doesn't have any idea which one, his answers would be 6 and NA.

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Answer the two remaining questions with only one answer for each question.

20. How definite are your plans for the kind of job you will have when you are 35?

    A. Very definite.
    B. Fairly definite.
    C. Not very definite.
    D. Completely undecided (I don't have any idea of what kind of job I'll have then.)

21. (On the blue side of your answer sheet you wrote the code number of your assignment after basic training.) How much alike are your first assignment and your choice of a job at age 35?

    A. The jobs are identical (My first military assignment and the kind of work I want to do at age 35 are the same.)
    B. The jobs are closely related.
    C. The jobs are related, but not closely.
    D. The jobs are fairly different.
    E. The jobs are completely different (My first military assignment and the job I would like to have at age 35 have little or nothing in common.)
    F. I don't know

You have finished the questionnaire. (Do not mark "Father's Occupation.") Check your answer sheet. Make sure that you have not skipped any questions, that your marks are dark, and that any changed answer was completely erased.

LIST OF CIVILIAN OCCUPATIONS

Use this list for "Job one year after leaving service" and "Job at age 35." (Some of the occupations have examples given in parentheses.)

Code	
	Professional, Technical, & Managerial Work
0 1	Architecture & Engineering
0 2	Mathematics & Physical Sciences
0 4	Life Sciences
0 5	Social Sciences
0 7	Medicine and Health
0 9	Education
1 0	Museum, Library, & Archival Sciences
1 1	Law & Jurisprudence
1 2	Religion & Theology
1 3	Writing
1 4	Art Work (designer)
1 5	Entertainment & Recreation
1 6	Administrative Specialties
1 8	Other Managerial Work
1 9	Other Professional & Technical Work
	Clerical and Sales Work
2 0	Stenography, Typing, Filing
2 1	Computer & Account Recording
2 2	Material & Production Recording (shipping clerk)
2 3	Information & Message Distribution (postal clerk)
2 4	Miscellaneous Clerical Work (claims adjuster)
2 5	Saleswork, Services
2 6	Saleswork, Goods
	Services
3 0	Domestic (valet)
3 1	Food & Beverage Preparation
3 2	Lodging (bellman)
3 3	Barbering & Cosmetology
3 4	Amusement & Recreation (ticket taker, attendant)
3 5	Other Personal Services
3 6	Apparel & Furnishings (laundry)
3 7	Protective (policeman)
3 8	Building (janitor)
	Farming, Fishery, Forestry
4 0	Plant Farming
4 1	Animal Farming
4 2	Other Farming
4 3	Fishery & Related Work
4 4	Forestry
4 5	Hunting, Trapping, etc.
4 6	Agricultural Services

Code	
	Processing
5 0	Metal
5 1	Ore Refining & Foundry Work
5 2	Food
5 3	Paper
5 4	Petroleum, Coal and Gas
5 5	Chemical (plastics, rubber, paint)
5 6	Wood
5 7	Stone, Clay, Glass
5 8	Leather & Textiles
5 9	Other Processing
	Machine Trades
6 0	Metal Machining
6 1	Other Metalworking (forging)
6 2	Mechanical Repairing (auto, aircraft, marine)
6 4	Paperworking
6 5	Printing
6 6	Wood Machining
6 7	Machining Stone, Clay, Glass
6 8	Textile Machine Work
6 9	Other Machine Work
	Bench Work
7 0	Manufacture & Repair of Metal Products
7 1	Make & Repair Scientific & Medical Apparatus
7 2	Assembly & Repair Electronic Equipment
7 3	Make & Repair Products Mixed Materials
7 4	Painting & Decorating
7 5	Make & Repair Plastics, Rubber, etc.
7 6	Make & Repair Wood Products
7 7	Make & Repair Sand, Stone, Glass Products
7 8	Make & Repair Textile & Leather Products
7 9	Other Benchwork
	Structural Work
8 0	Other Metal Fabricating (structural steel work)
8 1	Welding & Frame Cutting
8 2	Electrical Assembly, Installation & Repair (lineman, electrician, cable repairman)
8 4	Painting, Plastering, Cementing
8 5	Excavating, Grading, & Paving
8 6	Other Construction Work (carpenter, plumber)
8 9	Other Structural Work
	Miscellaneous Work
9 0	Motor Freight Transportation
9 1	Other Transportation Work (railroad, air)
9 2	Packaging & Materials Handling
9 3	Extraction of Minerals (mining)
9 4	Logging
9 5	Production & Distribution of Utilities (stationary engineer)
9 6	T.V., Radio, Movie and Stage Production
9 7	Graphic Art Work (sign painter, photoengraver)

VOCATIONAL PREFERENCE QUESTIONNAIRE

NAME ______________________ BEFORE ASSIGNMENT ●
LAST FIRST MI
SSAN: ______________________ AFTER ASSIGNMENT ●
TODAY'S DATE: / / IDENT: ______________________
ENLISTMENT: ______________________

0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9
0	1	2	3	4	5	6	7	8	9

LOCATION

A	B	C	D	E

MILITARY JOB CHOICE

WORK AREA	INTEREST RATING					FIRST CHOICE	ASSIGNMENT
	LOW				HIGH		
0 COMBAT & SEAMAN	1	2	3	4	5	●	●
1 ELECTRONIC REPR	1	2	3	4	5	●	●
2 COMMUN & INTELL	1	2	3	4	5	●	●
3 MEDICAL & DENTAL	1	2	3	4	5	●	●
4 OTHER TECHNICAL	1	2	3	4	5	●	●
5 ADMIN & CLERKS	1	2	3	4	5	●	●
6 ELECTRICAL MECHAN	1	2	3	4	5	●	●
7 CRAFTSMEN	1	2	3	4	5	●	●
8 SERVICE & SUPPLY	1	2	3	4	5	●	●

WRITE NAME OF PREFERRED MILITARY ASSIGNMENT IN THIS BOX.
____

CODE NUMBER OF PREFERRED ASSIGNMENT	WORK AREA		0	1	2	3	4	5	6	7	8	9
	JOB		0	1	2	3	4	5	6	7	8	9

CODE NUMBER OF ACTUAL ASSIGNMENT	WORK AREA		0	1	2	3	4	5	6	7	8	9
	JOB		0	1	2	3	4	5	6	7	8	9

1	A	B	C	D	E	F	7	A	B	C	D	E	F
2	A	B	C	D	E	F	8	A	B	C	D	E	F
3	A	B	C	D	E	F	9	A	B	C	D	E	F
4	A	B	C	D	E	F	10	A	B	C	D	E	F
5	A	B	C	D	E	F	11	A	B	C	D	E	F
6	A	B	C	D	E	F	12	A	B	C	D	E	F

SOCIAL SECURITY NUMBER

	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9
	0	1	2	3	4	5	6	7	8	9

CIVILIAN WORK EXPERIENCE

WRITE NAME OF JOB FROM LIST IN THIS BOX:
____
____

CODE NUMBERS OF JOB

FIRST CODE NUMBER

	0	1	2	3	4	5	6	7	8	9

SECOND CODE NUMBER

	0	1	2	3	4	5	6	7	8	9

JOB ON LIST HELD 6 MONTHS FULL TIME OR 1 YEAR PART TIME?

YES ● NO ●

13	A	B	C	D	E	F
14	A	B	C	D	E	F
15	A	B	C	D	E	F

IA

RELAY RQ1/RQ2 UTILITY FORM 8327 OPTICAL SCANNING CORPORATION

YOUR PLANS ONE YEAR AFTER LEAVING MILITARY SERVICE

HOW MUCH WILL YOU EARN PER WEEK ONE YEAR AFTER SERVICE?

NOT WORKING	BELOW $25	
$ 25	$ 50	$ 75
$100	$125	$150
175	$200	$225
$250	$275	$300
OVER $300		

CODE NUMBERS OF JOB ONE YEAR AFTER SERVICE

FIRST CODE NUMBER
0 1 2 3 4 5 6 7 8 9 NA

SECOND CODE NUMBER
0 1 2 3 4 5 6 7 8 9 NA

16 A B C D E F
17 A B C D E F
18 A B C D E F
19 A B C D E F

YOUR PLANS FOR AGE 35

HOW MUCH WILL YOU EARN PER WEEK AT AGE 35?

BELOW $100	$100	$150
$200	$250	$300
$350	$400	$450
$500	$550	$600
OVER $600		

CODE NUMBERS OF JOB AT AGE 35

FIRST CODE NUMBER
0 1 2 3 4 5 6 7 8 9 NA

SECOND CODE NUMBER
0 1 2 3 4 5 6 7 8 9 NA

20 A B C D E F
21 A B C D E F

FATHER'S OCCUPATION

FIRST CODE NUMBER
0 1 2 3 4 5 6 7 8 9 NA

SECOND CODE NUMBER
0 1 2 3 4 5 6 7 8 9 NA

22 A B C D E F
23 A B C D E F
24 A B C D E F
25 A B C D E F
26 A B C D E F
27 A B C D E F

DO NOT WRITE BELOW THIS LINE

A
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

B
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

C
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

D
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

E
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

F
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

G
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

H
0 1 2 3 4 5 6 7 8 9
0 1 2 3 4 5 6 7 8 9

101 A B C D E F G
102 A B C D E F G
103 A B C D E F G
104 A B C D E F G
105 A B C D E F G
106 A B C D E F G
107 A B C D E F G
108 A B C D E F G
109 A B C D E F G
110 A B C D E F G

UTILITY FORM [illegible]

[illegible] OPTICAL SCANNING CORPORATION [illegible]

Appendix II

ADDITIONAL INFORMATION ON DATA COLLECTION PROCEDURES

Details Concerning the Vocational Preference Questionnaire (VPQ)

The scope and purpose of the VPQ was conveyed to the recruits by statements on the front and back cover of the questionnaire booklet. (See Vocational Preference Questionnaire and Optical Scan Sheet in Appendix I.)

Before administering the questionnaire, the administrator read aloud the following paragraph from the booklet cover:

> This booklet has questions about what work you have done, what military job you would like, and what long-range plans you have. The information you give will be used for research purposes *only*. Your answers will be kept confidential and will NOT in any way affect your classification or future assignment. Your answers to these questions will contribute to a report on military job assignments being prepared for the Department of Defense.

On the back of the questionnaire are questions and answers concerning the VPQ. These questions are based upon those commonly asked in pretesting immediately after completing the questionnaire, for instance, "Who will see my answers to these questions?" and "Will doing this help me get the job I want while I'm in the service?" The questionnaire administration did not include a question and answer period. On a few occasions, proctors were asked about the purpose of the questionnaire as they circulated among the recruits; they had been instructed to respond to any questions of this kind by pointing out the statements printed on the questionnaire cover.

The kinds of information sought by the VPQ that are pertinent to the present report were as follows:

(1) Identification (Social Security Number (SSAN), location, etc.)

(2) Military job choice

(3) Basis of military job choice (e.g., knowledge, enlistment contract)

(4) Assessment of military classification process

(5) Intention of military career

(6) Experience in a civilian job relevant to military jobs

(7) Background information (age, race, education, etc.)

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In addition, the VPQ included questions on job and educational plans for one year after leaving the service, and job plans for age 35.

All answers were recorded in a form that could be optically scanned with the exception of the two items of identifying information: name and local identifier (designation of company or other unit to which the recruit was currently assigned). This information was obtained only to assist the clerk at the military installation. In some cases, answers were marked both in the usual written words or characters and in marks for the optical reader (e.g., SSAN, and Preferred Military Assignment sections). Recording answers first in a nonoptical form was intended to assist the recruit in marking his optical answer sheet correctly and to permit certain checks.

A special problem in the construction of the VPQ was the method of eliciting military occupation or job choices. Military job classifications and descriptions differ for each of the four services, and each service requires a complex and detailed manual to explain its assignment codes. The Navy uses some nine hours of instruction during basic training to acquaint recruits with Navy ratings. The recruits tested could be assumed to know only as much about military jobs and nomenclature as civilians of their age and educational level. During the administration of the VPQ, it was necessary to orient recruits quickly to the entire system of service jobs and to elicit preferences in such a way that even the men with low verbal aptitude could make their preferences known.

Because a system of military job descriptions was needed that would permit comparisons across the services, but that would be tailored to the kind of jobs in each service, the VPQ made use of the Department of Defense Occupational Classification System taken from the Occupational Conversion Table. Special Occupational Area and subgroup lists and examples were prepared for use in each of the military services. The list for the Army is shown in the Vocational Preference Questionnaire in Appendix I. The lists for other services are presented in Appendix III.

The selection of a preferred military job by the respondent was carried out in several steps designed to simplify his task. The recruit was first required to rate, on a 5-point scale, his degree of interest in each of the nine DOD Work Areas after the administrator read the description of that area. For example, the description of DOD Work Area 1 (Electronic Equipment Repairman) for the Navy reads as follows:

> "Includes the maintenance and repair of electronic equipment. Examples: Electronic Technician, Fire Control Technician, Missile Technician, Data Systems Technician, Torpedoman's Mate, and Tradevman."

After rating interest in all nine Work Areas, the recruit selected his first choice area, then he turned to the listing of Occupational Groups within his first choice area and decided which of these jobs he wanted. He marked the name and DOD code number of his preferred group and type of job on his answer sheet. Under Electronic Equipment Repairmen for Navy, the first of the six jobs listed was "Radio and Radar" with DOD code number of 10. This job was described as follows:

> "Includes the maintenance and repair of electronic communications gear and navigation equipment. Examples: Aviation Electronic Technician, and Electronics Technician."

It should be clear from this last example that "job" as defined in the questionnaire was a 2-digit DOD grouping and not a Naval Enlisted Classification (NEC), Military Occupational Specialty (MOS), or Air Force Specialty Code (AFSC.)

Details Concerning the After-Assignment Questionnaire (AAQ)

The scope and purpose of the AAQ were explained by the following statement on the cover of the questionnaire booklet, which was read aloud by the administrator:

> This booklet has questions about what military job you would like, what military assignment you were given, and what long-range plans you have. The booklet is very much like the Vocational Preference Questionnaire you filled out when you first came into the service. You will see that some of the questions are the same ones that you answered then. You may give the same answers, or you may give different answers to these questions, depending on what you think or how you feel *now*. The information you give will be used for research purposes *only*. Your answers will be kept confidential and will NOT in any way affect your classification or your future assignment. Your answers to these questions will contribute to a report on military job assignments being prepared for the Department of Defense.

The kinds of information sought by the AAQ are listed below in order of occurrence in the questionnaire:

(1) Identification (SSAN, location, etc.)

(2) Military job choice

(3) Assignment after basic training

(4) Satisfaction with assignment

(5) Assessment of military classification process

(6) Intention of military career

(7) Use of civilian skill by military assignment

(8) Job and educational plans one year after leaving military

(9) Job plans for age 35

The last two categories of information are not used in the analyses presented in this report.

Items were repeated from the VPQ concerning identification, military job choice, intention of military career, and future plans. The new items in the AAQ concerned the assignment the recruit had just received. He coded the assignment in the 2-digit DOD code and rated his satisfaction with it. He evaluated the classification procedures, how well informed he was concerning military jobs, how good a job the service did in getting information about him, and how much importance the service gave to various kinds of

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information in deciding his assignment. He related the assignment to his civilian work experience, and to his short- and long-range job plans.

Data Collection Personnel and Their Training and Supervision

Personnel requested from each location to conduct data collection were as follows:

(1) Project Officer—served as HumRRO point of contact and provided general supervision of the data collection

(2) Questionnaire administrator

(3) Questionnaire proctors (1 per 25 respondents requested)

(4) Clerk

(5) Raters of recruit civilian-acquired skills

  (a) Classification interviewers for Army and Navy

  (b) Senior NCO with personnel background for Air Force and Marine Corps

The data collection personnel requested, with the exception of the proctors, were available at every location. The requested number of proctors could be provided only by Army (Fort Knox), Air Force, and Navy.

Immediately before the start of the initial (T1, or Before Assignment) data collection, a HumRRO staff member conducted a one-week training and tryout of the T1 data collection procedures at each of the five locations. During this one-week period, the HumRRO representative also collaborated with the Project Officer, and others, at that location to work out standard operating procedures for the clerical handling of the data at that location. During the data collection, weekly contacts were made by the HumRRO representative with the Project Officer at each location to learn of progress and to advise on any difficulties encountered. It was not feasible for the HumRRO representative to visit the data collection sites during the second (T2, or After-Assignment) data collection, with the exception of Fort Knox. Instruction and materials for the T2 data collection were mailed to project officers.

Appendix III

MILITARY OCCUPATIONAL AREA AND OCCUPATIONAL GROUP LISTS FOR NAVY, MARINE CORPS, AND AIR FORCE

Military Work Areas
(Navy)

You will rate how interested you would be to work in each of these work areas. A rating of 1 indicates very low interest and a rating of 5 indicates high interest.

Gun Crews and Seamanship Specialists 0 COMBAT & SEAMAN

Includes gunnery and missile crewmen, and seamanship skills. Examples: Gunner's Mate, Boatswain's Mate, and Quartermaster.

Electronic Equipment Repairmen 1 ELECTRONIC REPR

Includes the maintenance and repair of electronic equipment. Examples: Electronics Technician, Fire Control Technician, Missile Technician, Sonar Technician, Data Systems Technician, Torpedoman's Mate, and Tradevman.

Communications and Intelligence Specialists 2 COMMUN & INTELL

Includes the operation and monitoring of radio, radar, and other communications equipment. Also includes gathering and analyzing intelligence information. Examples: Radioman, Signalman, Ocean Systems Technician, Radarman, Communications Technician, and Photographic Intelligenceman.

Medical and Dental Specialists 3 MEDICAL & DENTAL

Includes patient care and treatment. Also includes technical and related medical and dental service Examples: Hospital Corpsman and Dental Technician.

Other Technical Specialists 4 OTHER TECHNICAL

Includes technical and professional-type jobs not listed under the other categories. Examples: Photographer's Mate, Illustrator Draftsman, Aerographer's Mate, and Musician.

Administrative Specialists and Clerks 5 ADMIN & CLERKS

Includes personnel and administration. Also includes all clerical jobs, accounting jobs, information and education jobs, and all data processing jobs. Examples: Personnelman, Yeoman, Postal Clerk, Data Processing Technician, Disbursing Clerk, Storekeeper, and Journalist.

Electrical/Mechanical Equipment Repairmen 6 ELECTRICAL/MECHAN

Includes maintenance and repair of electrical, mechanical, hydraulic, and pneumatic equipment. Examples: Aviation Machinist's Mate, Aviation Support Equipment Technician, Construction Mechanic, Interior Communications Electrician, Aviation Ordnanceman, Mineman, Boilerman, Machinist's Mate, Electrician's Mate, Instrumentman, and Aviation Boatswain's Mate.

Craftsmen 7 CRAFTSMEN

Includes jobs used in the construction of buildings and other structures, and in the installation and maintenance of utilities. Also includes related crafts and trades. Examples: Steelworker, Builder, Machinery Repairman, Utilitiesman, Construction Electrician, Equipment Operator, Lithographer, Ship's Serviceman (Tailor), Damage Controlman, Patternmaker, and Shipfitter.

Service and Supply Handlers 8 SERVICE & SUPPLY

Includes personal services, motor transportation, food service, and non-clerical supply handling jobs. Examples: Steward, Ship's Serviceman (Clerk), Ship's Serviceman (Barber), and Ship's Serviceman (Laundry).

After you have rated your interest for each of the work areas, you will mark your first choice work area.

PREFERRED MILITARY ASSIGNMENT

Now we want to find out what job in your first choice work area you want.

Example:

WRITE NAME OF PREFERRED MILITARY ASSIGNMENT IN THIS BOX:

CONSTRUCTION EQUIPMENT OPERATION

CODE NUMBER OF PREFERRED ASSIGNMENT:	WORK AREA	7	0 1 2 3 4 5 6 ● 8 9
	JOB	3	0 1 2 ● 4 5 6 7 8 9

This man looked at the Work Area list for his first choice of Craftsmen. He read the list and picked "Construction Equipment Operation" as his preferred military assignment. He put the name in the box. The code number of "Construction Equipment Operation" is 73 — work area 7 and job 3. He marked this code number on his answer sheet.

Everyone should mark a preferred military assignment.

Lists of Military Jobs
(Navy)

Code Number Work Area	Job	
		Gun Crews and Seamanship Specialists
0	4	Artillery/Gunnery, Rockets, and Missiles: Includes artillery and missile crewmen. Example: Gunner's Mate G.
0	6	Seamanship: Includes boatswains, navigators and similar seamanship specialists. Examples: Boatswain's Mate and Quartermaster.
		Electronic Equipment Repairmen 1 ELECTRONIC REPR
1	0	Radio and Radar: Includes the maintenance and repair of electronic communication gear and navigation equipment. Examples: Aviation Electronics Technician, and Electronics Technician.
1	1	Fire Control Electronic Systems (Non-Missile: Includes maintenance and repair of electronic fire control and bomb navigation equipment. Examples: Fire Control Technician G, and Aviation Fire Control Technician B.
1	2	Missile Guidance, Control and Checkout: Includes electronic and electrical missile systems and components, including guidance, control and checkout equipment for guided and ballistic missiles. Examples: Missile Technician and Torpedoman's Mate.

(The rest of the jobs for Work Area 1 will be found on the next page)

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Code Number — Work Area | Job — WORK AREA 1 (Continued)

1 3 Sonar Equipment:

Includes underwater detection and fire control systems, oceanographic and mine detection equipment and related anti-submarine electronic gear. Example: Sonar Technician G.

1 5 ADP Computers:

Includes all computer repair. Example: Data Systems Technician.

1 9 Other Electronic Equipment:

Includes the repair of electronic instruments, training devices, medical equipment, television, electronic photographic controls, infra-red devices and other electronic sensing and control equipment. Example: Tradevman.

Communications and Intelligence Specialists 2 COMMUN & INTELL

2 0 Radio and Radio Code:

Includes the operation of radio, radio teletype, and visual communication equipment. Examples: Radioman and Signalman.

2 1 Sonar:

Includes the operation of sonar and related detection equipment. Examples: Aviation Antisubmarine Warfare Operator and Ocean Systems Technician.

2 2 Radar and Air Traffic Control (ATC):

Includes the operation of radar equipment and air traffic control visual and electronic navigational aids. Examples: Radarman and Air Controlman.

2 3 Signal Intelligence/Electronic Warfare:

Includes the intercept, translation and analysis of foreign communications, and electronic countermeasure equipment operation. Examples: Communications Technician.

2 4 Military Intelligence:

Includes gathering and analyzing intelligence information, interrogating prisoners of war, interpreting aerial photographs, and counterintelligence activities. Examples: Photographic Intelligenceman.

Medical and Dental Specialists 3 MEDICAL & DENTAL

3 0 Medical Care:

Includes all medical care and treatment other than dental. Example: Hospital Corpsman.

3 3 Dental Care:

Includes dental care and treatment and related technical and laboratory services. Example: Dental Technician.

Code Number		
Work Area	Job	Other Technical Specialists **4** OTHER TECHNICAL
4	0	Photography: Includes still, motion and television cameramen, precision photographic processing, editing and sound synchronization. Example: Photographer's Mate.
4	1	Drafting Surveying and Mapping: Examples: Engineering Aid and Illustrator Draftsman.
4	2	Weather: Includes the observation, recording, reporting and collection of weather and sea condition data and weather forecasting. Example: Aerographer's Mate.
4	5	Musicians: Includes military bandsmen and special band musicians.
		Administrative Specialists and Clerks **5** ADMIN & CLERKS
5	0	Personnel: Includes personnel administration, personnel and manpower management, recruiting and personnel testing. Example: Personnelman.
5	1	Administration: Includes administrative personnel and general clerks. Examples: Communications Yeoman, Yeoman, Postal Clerk and Aviation Maintenance Administrationman.
5	3	Data Processing: Includes electronic accounting machine (EAM) and automatic data processing (ADP) equipment operators and programmers. Example: Data Processing Technician.
5	4	Accounting, Finance and Disbursing: Includes audit, accounting and disbursing. Example: Disbursing Clerk.
5	5	Supply and Logistics: Includes supply accounting, stock control, requisitioning and related activities. Examples: Aviation Storekeeper and Storekeeper.
5	7	Public Information: Includes troop and public information. Example: Journalist.

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Code Number		WORK AREA 5 (Continued)
Work Area	Job	
5	8	Communications Center Operations: Includes receiving and distributing messages, and operating communications center equipment. Examples: Communications Operations Helper and Communications Center Specialist.
		Electrical/Mechanical Equipment Repairmen 6 ELECTRICAL MECHAN
6	0	Aircraft: Includes aircraft power plants, electrical systems, structural components and surfaces, and related instruments and accessories. Examples: Helicopter Mechanic, Aircraft Maintenance Specialist, Jet Engine Mechanic, Reciprocating Engine Mechanic, Aircraft Propeller Repairman, Instrument Repairman, Aircraft Electrical Repairman, Aircraft Fuel Systems Mechanic, Inflight Refueling Specialist, and Airframe Repairman.
6	1	Automotive: Includes wheel and track vehicle and component repair, and construction equipment repair. Examples: Vehicle Maintenance Helper, Vehicle Repairman, and Base Maintenance Equipment Repairman.
6	2	Wire Communications: Includes installation and maintenance of telephones, switchboards, and central office and related interior communications equipment. Examples: Wire Maintenance Helper, Outside Wire and Antenna Maintenance and Repair Specialist, Cable Splicing Specialist, Telephone Switching Equipment Repairman, and Telephone Equipment Installer and Repairman.
6	3	Missile Mechanical and Electrical Repair: Includes the maintenance and repair of guided missile mechanical, electrical, hydraulic and pneumatic systems and components. Examples: Missile Engine Mechanic, Missile Maintenance Helper, Missile Mechanic, Missile Electrical Specialist, and Mechanical-Electrical Helper.
6	4	Armament and Munitions: Includes the maintenance and repair of small arms, mines, bombs, and associated mountings, and ammunition renovation. Examples: Munitions and Weapons Maintenance Helper, Gunsmith Specialist, Munitions Maintenance Specialist, and Weapons Mechanic.
6	5	Shipboard Propulsion: Includes marine engines, boilers, and auxiliary equipment. Examples: Marine Helper and Marine Engineman.
6	6	Power Generating Equipment: Includes nuclear power reactors and primary electric generating plants. Examples: Nuclear Reactor Systems Specialist and Electrical Power Production Specialist.
6	7	Precision Equipment: Includes maintenance and repair of optical, mechanical and electrical instruments, office machines, and non-electric photographic, dental and topographic equipment. Examples: Office Machine Repairman and Tabulating Equipment Repairman.

Code Number

Work Area	Job	
		Craftsmen 7 CRAFTSMEN
7	0	Metalworking: Includes the machining, shaping and forming of metal and fabrication of metal and fabrication of metal parts. Examples: Metalworking Helper, Metal Processing Specialist, Machinist, Sheet Metal Specialist, and Vehicle Body Repairman.
7	1	Construction: Includes jobs used in the construction of buildings and other structures. Examples: Structural and Pavements Helper, Masonry Technician, Structural Technician, and Carpentry Specialist.
7	2	Utilities: Includes plumbing, heating, air conditioning, water supply and sanitation, electric wiring, power distribution, and related trades. Examples: Refrigeration and Air Conditioning Specialist, Heating Systems Specialist, Plumbing Specialist, and Electrician.
7	3	Construction Equipment Operation: Includes construction machines, quarry equipment, and asphalt and concrete equipment operators. Examples: Construction Equipment Operator.
7	4	Lithography (Printing): Includes the making of printing plates, composing, and the operation of offset and letter presses. Examples: Printing and Duplicating Helper, Duplicating Specialist, and Photolithography Specialist.
7	5	Industrial Gas and Fuel Production: Includes the production of liquid oxygen, hydrogen, nitrogen, and carbon dioxide. Example: Cryogenic Fluids Production Specialist.
7	6	Fabric, Leather, and Rubber Crafts: Includes leather, rubber, and other fabric repair. Examples: Fabric, Leather, and Rubber Products Repairman.
7	8	Firefighting and Rescue: Includes firefighting, rescur, and survival activities. Examples: Fire Protection Specialist and Para-Rescue/Recovery Specialist.
		Services and Supply Handlers 8 SERVICE & SUPPLY
8	0	Food Service: Includes handling, preparation, and serving of food. Examples: Meat Cutter, Food Service Helper, Baker, Cook, and Steward Specialist.
8	1	Motor Transport: Includes the operation of wheel and track vehicles and railway equipment for general transport purposes. Examples: Transportation Helper and Vehicle Operator/Dispatcher.
8	2	Material Receipt, Storage, and Issue: Includes receiving, storing, and issuing supplies other than ammunition. Examples: Fuel Helper, Fuel Specialist, Packaging Specialist, Supply Helper, and Supply Services Helper.
8	3	Military Police: Includes all military police activities. Examples: Security Police Helper, Security Policeman, and Correction Specialist.
8	6	Forward Area Equipment Support: Includes parachute packing and repair, aerial delivery operations, and flight equipment fitting and maintenance. Examples: Parachute Rigger, Aircraft Loadmaster, Aircrew Protection Helper, and Protective Equipment Specialist.

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Military Work Areas
(Marine Corps)

You will rate how interested you would be to work in each of these work areas. A rating of 1 indicates very low interest and a rating of 5 indicates high interest.

Infantry, Gun Crews, and Tank Crews 0 COMBAT & SEAMAN

Includes most jobs used in combat operations. Examples: Rifleman, Machine Gunner, Tank Crewman, Combat Engineer, and Field Artillery Batteryman.

Electronic Equipment Repairmen 1 ELECTRONIC REPR

Includes the maintenance and repair of electronic equipment. Examples: Radio Repairman, Radar Repairman, Data Systems Repairman, Cryptographic Technician, and Electronic Instrument Repairman.

Communications and Intelligence Specialists 2 COMMUN & INTELL

Includes the operation and monitoring of radio, radar, and other communications equipment. Also includes gathering and analysing intelligence information. Examples: Field Radio Operator, Radio Telegraph Operator, Airport Control Tower Operator, and Special Radio Operator.

Other Technical Specialists 4 OTHER TECHNICAL

Includes technical and professional-type jobs not listed under the other categories. Examples: Photographer, Surveyor, Draftsman, Illustrator, Artillery Meteorological Man, and Musician.

Administrative Specialists and Clerks 5 ADMIN & CLERKS

Includes personnel and administration. Also includes all clerical jobs, accounting jobs, information jobs, and all data processing jobs. Examples: Legal Clerk, Postal Clerk, Administrative Man, Computer Programmer, Bookkeeper, and Press Information Man.

Electrical/Mechanical Equipment Repairmen 6 ELECTRICAL/MECHAN

Includes maintenance and repair of electrical, mechanical, hydraulic, and pneumatic equipment. Examples: Aircraft Power Plants Mechanic, Automotive Mechanic, Wireman, Central Office Repairman, Infantry Weapons Repairman, and Office Machine Repairman.

Craftsmen 7 CRAFTSMEN

Includes jobs used in the construction of buildings and other structures, and in the installation and maintenance of utilities. Also includes related crafts and trades. Examples: Metal Worker, Body Repairman, Plumber, Refrigeration Mechanic, Electrician, Engineer Equipment Operator, Offset Pressman, and Process Photographer.

Service and Supply Handlers 8 SERVICE & SUPPLY

Includes protective and personal services, motor transportation, food service, and non-clerical supply handling jobs. Examples: Baker, Cook, Motor Vehicle Operator, General Warehouseman, and Laundry Machine Operator.

After you have rated your interest for each of the work areas, you will mark your first choice work area.

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PREFERRED MILITARY ASSIGNMENT

Now we want to find out what job in your first choice work area you want.

Example:

WRITE NAME OF PREFERRED MILITARY ASSIGNMENT IN THIS BOX: CONSTRUCTION EQUIPMENT OPERATION

CODE NUMBER OF PREFERRED ASSIGNMENT:	WORK AREA	7	0 1 2 3 4 5 6 ▮ 8 9
	JOB	3	0 1 2 ▮ 4 5 6 7 8 9

This man looked at the Work Area list for his first choice of Craftsmen. He read the list and picked "Construction Equipment Operation" as his preferred military assignment. He put the name in the box. The code number of "Construction Equipment Operation" is 73 — work area 7 and job 3. He marked this code number on his answer sheet.

Everyone should mark a preferred military assignment.

List of Military Jobs
(Marine Corps)

Code Number			
Work Area	Job	Infantry, Gun Crews, and Tank Crews	○ COMBAT & SEAMAN
0	1	Infantry: Includes jobs used in ground combat operations. Examples: Rifleman, Machine Gunner, Mortar Man, and Antitank Assaultman.	
0	2	Armor: Includes tank crewmen and leaders. Examples: Tank Crewman and Amphibian Tractor Crewman.	
0	3	Combat Engineering: Includes temporary construction of roads, airfields, and bridges in support of combat operations. Also includes the use of explosives in destroying enemy fortifications and barriers. Examples: Combat Engineer, and Shore Party Man.	
0	4	Artillery/Gunnery, Rockets, and Missiles: Includes artillery and missile crewmen. Examples: Field Artillery Batteryman, Artillery Scout Observer, and Shore Fire Control Party Man, and Missile Crewman.	

Code Number		
Work Area	**Job**	Electronic Equipment Repairmen 1 ELECTRONIC REPR
1	0	Radio and Radar: Includes the maintenance and repair of electronic communication gear and navigation equipment. Examples: Teletype Technician, Radio Relay Repairman, Radio Repairman, Radar Repairman, Artillery Electronics Technician.
1	2	Missile Guidance, Control and Checkout: Includes electronic and electrical missile systems and components, including guidance, control and checkout equipment for guided and ballistic missiles. Examples: Missile Launcher Repairman, Aircraft Armament Control Systems Technician.
1	5	ADP Computers: Includes all computer repair. Examples: Data Systems Repairman, Data Systems Technician.
1	6	Teletype and Coding Equipment: Includes the repair of all teletype and cryptographic (coding) devices. Example: Cryptographic Technician.
1	9	Other Electronic Equipment: Includes the repair of electronic instruments, training devices, medical equipment, television, electronic photographic controls, infra-red devices and other electronic sensing and control equipment. Examples: Electronic Instrument Repairman, Communication Security Equipment Technician.
		Communications and Intelligence Specialists 2 COMMUN & INTELL
2	0	Radio and Radio Code: Includes the operation of radio, radio teletype, and visual communication equipment. Examples: Radio Telegraph Operator, Field Radio Operator, and Radio Relay Operator.
2	2	Radar and Air Traffic Control (ATC): Includes the operation of radar equipment and air traffic control visual and electronic navigational aids. Examples: Field Artillery Radar Operator, Air Control/Anti-Air Warfare Operator, and Airport Control Tower Operator.
2	3	Signal Intelligence/Electronic Warfare: Includes the intercept, translation and analysis of foreign communications, and electronic countermeasures equipment operation. Examples: Special Radio Operator and Special Communications Operator.

Code Number Work Area	 Job	
		Other Technical Specialists **4 OTHER TECHNICAL**
4	0	Photography: Includes still, motion and television cameramen, precision photographic processing, editing and sound synchronization. Examples: Photographer and Motion Picture Cameraman.
4	1	Drafting, Surveying and Mapping: Examples: Phototopographer, Surveyor, Draftsman, and Illustrator.
4	2	Weather: Includes the observation, recording, reporting and collection of weather and sea condition data and weather forecasting. Example: Artillery Meteorological Man.
4	5	Musicians: Includes military bandsmen and special band musicians. All musicians are included in this area.
		Administrative Specialists and Clerks **5 ADMIN & CLERKS**
5	1	Administration: Includes administrative personnel and general clerks. Examples: Legal Clerk, Legal Reporter, Freight Transportation Clerk, Passenger Transportation Clerk, and Postal Clerk.
5	2	Clerical Personnel: Includes personnel management and administrative clerks. Example: Administrative Man.
5	3	Data Processing: Includes electronic accounting machine (EAM) and automatic data processing (ADP) equipment operators and programmers. Examples: Card Punch Operator, Electronic Accounting Machine Operator, Computer Operator, and Computer Programmer.
5	4	Accounting, Finance and Disbursing: Includes audit, accounting and disbursing. Examples: Auditing Technician; Stores, Plant & Cost Accounting Man, Allotment Accounting Man, and Bookkeeper.
5	5	Supply and Logistics: Includes supply accounting, stock control, requisitioning and related activities. Examples: Embarkation Assistant, Logistics Man, Supply Administrative Man, and Procurement Supply Man.
5	7	Public Information: Includes troop and public information. Example: Press Information Man.
5	8	Communications Center Operations: Includes receiving and distributing messages, and operating communications center equipment. Example: Communication Center Man.

Code Number		
Work Area	Job	Electrical/Mechanical Equipment Repairmen 6 ELECTRICAL MECHAN
6	0	**Aircraft:** Includes aircraft power plants, electrical systems, structural components and surfaces, and related instruments and accessories. Examples: Aviation Machinist's Mate, Aviation Structural Mechanic, Aviation Support Equipment Technician, and Aircrew Survival Equipmentman.
6	1	**Automotive:** Includes wheel and track vehicle and component repair, and construction equipment repair. Example: Construction Mechanic.
6	2	**Wire Communications:** Includes installation and maintenance of telephones, switchboards, and central office and related interior communications equipment. Example: Interior Communications Electrician.
6	3	**Missile Mechanical and Electrical Repair:** Includes the maintenance and repair of guided missile mechanical, electrical, hydraulic and pneumatic systems and components. Examples: Rocket Launcher Maintenanceman and Gunner's Mate.
6	4	**Armament and Munitions:** Includes the maintenance and repair of small arms, mines, bombs, and associated mountings, and ammunition renovation. Examples: Aviation Ordnanceman and Mineman.
6	5	**Shipboard Propulsion:** Includes marine and rail main engines, boilers and auxiliary equipment. Examples: Boilerman, Machinist's Mate, and Engineman.
6	6	**Power Generating Equipment:** Includes nuclear power reactors and primary electric generating plants. Example: Electrician's Mate.
6	7	**Precision Equipment:** Includes maintenance and repair of optical, mechanical and electrical instruments, office machines, and non-electric photographic, dental and topographic equipment. Examples: Instrumentman and Opticalman.
6	8	**Aircraft Launch Equipment:** Includes operation, maintenance and repair of aircraft catapult and arresting gear and related equipment. Example: Aviation Boatswain's Mate.

Code Number		
Work Area	Job	Craftsmen 7 CRAFTSMEN
7	0	Metalworking: Includes the machining, shaping and forming of metal and fabrication of metal and fabrication of metal parts. Example: Machinery Repairman.
7	1	Construction: Includes jobs used in the construction of buildings and other structures. Examples: Steelworker and Builder.
7	2	Utilities: Includes plumbing, heating, air conditioning, water supply sanitation, electric wiring, power distribution, and related trades. Examples: Utilitiesman and Construction Electrician.
7	3	Construction Equipment Operation: Includes construction machines, quarry equipment, and asphalt and concrete equipment operators. Example: Equipment Operator.
7	4	Lithography (Printing): Includes the making of printing plates, composing, and the operation of offset and letter presses. Example: Lithographer.
7	6	Fabric, Leather, and Rubber Crafts: Includes leather, rubber, and other fabric repair. Example: Ship's Serviceman (Tailor).
7	8	Damage Control: Includes firefighting, rescue, and survival activities. Example: Damage Controlman.
7	9	Other Craftsmen: Includes modelmaking, molding, camouflage, and other crafts not listed elsewhere. Examples: Molder, Pattermaker, and Shipfitter.
		Services and Supply Handlers 8 SERVICE & SUPPLY
8	0	Food Service: Includes handling, preparation, and serving of food. Example: Steward.
8	2	Material Receipt, Storage, and Issue: Includes receiving, storing, and issuing supplies other than ammunition. Examples: Aviation Boatswain's Mate and Ship's Serviceman (Clerk).
8	4	Personal Service: Includes laundry, dry cleaning, and related services. Examples: Ship's Serviceman (Barber), Ship's Serviceman (Laundry), and Ship's Serviceman (Cobbler).

Military Work Areas
(Air Force)

You will rate how interested you would be to work in each of these work areas. A rating of 1 indicates very low interest and a rating of 5 indicates high interest.

Combat Air Crew and Seamanship **0 COMBAT & SEAMAN**

Includes air combat and seamanship jobs. Examples: Flight Engineer Specialist, Seaman, and Boatmaster.

Electronic Equipment Repairmen **1 ELECTRONIC REPR**

Includes the maintenance and repair of electronic equipment. Examples: Radio Repairman, Aircraft Electronic Navigation Equipment Repairman, Radar Repairman, Missile Electronics Helper, Nuclear Weapons Specialist, Electronic Computer Repairman, and Television Equipment Repairman.

Communications and Intelligence Specialists **2 COMMUN & INTELL**

Includes the operation and monitoring of radio, radar, and other communications equipment. Also includes gathering and analyzing intelligence information. Examples: Ground Radio Operator, Radio Frequency Management Specialist, Air Traffic Control Operator, Morse Systems Operator, and Intelligence Trainee.

Medical and Dental Specialists **3 MEDICAL & DENTAL**

Includes patient care and treatment. Also includes technical and related medical and dental services. Examples: Medical Service Specialist, Radiology Specialist, Pharmacy Specialist, Veterinary Specialist, Preventive Medicine Specialist, and Dental Helper.

Other Technical Specialists **4 OTHER TECHNICAL**

Includes technical and professional-type jobs not listed under the other categories. Examples: Audio-Visual Helper, Photographic Laboratory Specialist, Surveyor, Illustrator, Weather Observer, Munitions Disposal Specialist, Engineering Aid, and Musician.

Administrative Specialists and Clerks **5 ADMIN & CLERKS**

Includes personnel and administration. Also includes all clerical jobs, accounting jobs, information and education jobs, and all data processing jobs. Examples: Personnel Helper, Administration Specialist, Programming Specialist, Accounting, Logistics Specialist, Recreation Specialist, Information Specialist, and Communications Center Specialist.

Electrical/Mechanical Equipment Repairmen **6 ELECTRICAL/MECHAN**

Includes maintenance and repair of electrical, mechanical, hydraulic, and pneumatic equipment. Examples: Aircraft Maintenance, Airframe Repairman, Vehicle Repairman, Cable Splicing Specialist, Missile Mechanic, Weapons Mechanic, and Office Machine Repairman.

Craftsmen **7 CRAFTSMEN**

Includes jobs used in the construction of buildings and other structures, and in the installation and maintenance of utilities. Also includes related crafts and trades. Examples: Mason, Carpenter, Machinist, Electrician, Plumber, and Printer.

Service and Supply Handlers **8 SERVICE & SUPPLY**

Includes protective and personal services, motor transportation, food service, and non-clerical supply handling jobs. Examples: Baker, Cook, Steward, Vehicle Operator, Supply Helper, Security Policeman, Parachute Rigger, and Aircraft Loadmaster.

After you have rated your interest for each of the work areas, you will mark your first choice work area.

PREFERRED MILITARY ASSIGNMENT

Now we want to find out what job in your first choice work area you want.

Example:

WRITE NAME OF PREFERRED MILITARY ASSIGNMENT IN THIS BOX:

CONSTRUCTION EQUIPMENT OPERATION

CODE NUMBER OF PREFERRED ASSIGNMENT:	WORK AREA	7	0 1 2 3 4 5 6 ▮ 8 9
	JOB	3	0 1 2 ▮ 4 5 6 7 8 9

This man looked at the Work Area list for his first choice of Craftsmen. He read the list and picked "Construction Equipment Operation" as his preferred military assignment. He put the name in the box. The code number of "Construction Equipment Operation" is 73 — work area 7 and job 3. He marked this code number on his answer sheet.

Everyone should mark a preferred military assignment.

List of Military Jobs
(Air Force)

Code Number		
Work Area	Job	Combat Air Crew and Seamanship O COMBAT & SEAMAN
0	5	Combat Air Crew: Includes enlisted flight engineers and flight crew ordnancemen. Examples: Flight Engineer Specialist and Combat Information Monitor.
0	6	Seamanship: Includes all seamanship specialists. Examples: Seaman and Boatmaster.
		Electronic Equipment Repairmen 1 ELECTRONIC REPR
1	0	Radio and Radar: Includes the maintenance and repair of electronic communication gear and navigation equipment. Examples: Communications Electronics Systems Helper, Aircraft Radio Repairman, Radio Relay Equipment Repairman, Ground Radio Communications Equipment Repairman, Space Systems Command and Control Equipment Operator/Specialist, Aircraft Electronic Navigation Equipment Repairman, Radar Repairman, and Air Traffic Control Radar Repairman.
1	1	Fire Control Electronic Systems (Non-Missile): Includes maintenance and repair of electronic fire control and bomb navigation equipment. Examples: Bomb-Navigation Systems Mechanic, Armament Systems Helper, and Fire Control Systems Mechanic.
1	2	Missile Guidance, Control and Checkout: Includes electronic and electrical missile systems and components, including guidance, control and checkout equipment for guided and ballistic missiles. Examples: Missile Electronics Helper, Missile Guidance and Control Specialist, Missile Electronic Equipment Specialist, and Instrumentation Mechanic.
1	4	Nuclear Weapons Equipment: Includes nuclear weapons control and test equipment repair. Examples: Nuclear Weapons Specialist.
1	5	ADP Computers: Includes all computer repair. Examples: Electronic Digital Data Processing Repairman and Electronic Computer Repairman.

(The rest of the jobs for Work Area 1 will be found on the next page)

Code Number		WORK AREA 1 (Continued)
Work Area	Job	
1	6	Teletype and Coding Equipment: Includes the repair of all teletype and cryptographic (coding) drvices. Examples: Electronic Communication and Cryptographic Equipment Systems Repairman, and Electronic Switching Systems Repairman.
1	9	Other Electronic Equipment: Includes the repair of electronic instruments, training devices, medical equipment, television, electronic photographic controls, infra-red devices and other electronic sensing and control equipment. Examples: Television Equipment Repairman, Training Devices Helper, Weather Equipment Repairman, Precision Measuring Equipment Specialist, Medical Equipment Repairman, and Precision Photographic Systems Repairman.
		Communications and Intelligence Specialists 2 COMMUN & INTELL
2	0	Radio and Radio Code: Includes the operation of radio, radio teletype, and visual communication equipment. Examples: Ground Radio Operator, Airborne Radio Operator, and Radio Frequency Management Specialist.
2	2	Radar and Air Traffic Control (ATC): Includes the operation of radar equipment and air traffic control visual and electronic navigational aids. Examples: Aerospace Operations Control Helper, Aircraft Control and Warning Operator, Space Control Systems Operator, and Air Traffic Control Operator.
2	3	Signal Intelligence/Electronic Warfare: Includes the intercept, translation and analysis of foreign communications, and electronic countermeasure equipment operation. Examples: Morse Systems Operator, Printer Systems Operator, and Radio Communications Analysis Specialist.
2	4	Military Intelligence: Includes gathering and analyzing intelligence information, interrogating prisoners of war, interpreting aerial photographs, and counterintelligence activities. Examples: Linguist/Interrogator Specialist, Photo Interpretation Specialist, Intelligence Trainee, and Special Investigations and Counterintelligence Specialist.
		Medical and Dental Specialists 3 MEDICAL & DENTAL
3	0	Medical Care: Includes all medical care and treatment other than dental. Examples: Medical Helper, Aeromedical Specialist, Medical Service Specialist, Operating Room Specialist, Psychiatric Clinic Specialist, Physical Therapy Specialist, and Orthopedic Clinic Specialist.
3	1	Technical Medical Services: Includes pharmaceutical, laboratory, X-ray and diagnostic test services. Examples: Medical Laboratory Specialist, Pharmacy Specialist, and Radiology Specialist.
3	2	Related Medical Services: Includes sanitation, health preservation and veterinary services, and preventive medicine services. Examples: Veterinary Specialist and Preventive Medicine Specialist.
3	3	Dental Care: Includes dental care and treatment and related technical and laboratory services. Examples: Dental Helper, Preventive Dentistry Specialist, and Apprentice Dental Laboratory Specialist.

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Code Number		
Work Area	Job	Other Technical Specialists 4 OTHER TECHNICAL
4	0	Photography: Includes still, motion and television cameramen, precision photographic processing, editing and sound synchronization. Examples: Audio-Visual Helper, Still Photographic Laboratory Specialist, Motion Picture Laboratory Specialist, Optical Instrumentation Specialist, Motion Picture Camera Specialist, and Television and Radio Production Specialist.
4	1	Drafting, Surveying and Mapping: Examples: Photomapping Helper, Geodetic Surveyor, Draftsman, Illustrator, and Medical Illustration Specialist.
4	2	Weather: Includes the observation, recording, reporting and collection of weather and sea condition data and weather forecasting. Example: Weather Observer.
4	3	Ordnance Disposal: Includes the excavation and redering safe of explosive ordnance, and chemical and nuclear agents. Example: Munitions Disposal Specialist.
4	4	Scientific and Engineering Aides: Includes professional. college-graduate level assistance to physical and biological scientists and engineers. Examples: Engineering or Scientific Aids.
4	5	Musicians: Includes all military bandsmen and special band musicians.
		Administrative Specialists and Clerks 5 ADMIN & CLERKS
5	0	Personnel: Includes personnel administration, personnel and manpower management, recruiting and personnel testing. Examples: Personnel Helper, Personnel Specialist, and Personal Affairs Specialist.
5	1	Administration: Includes administrative personnel and general clerks. Examples: Administrative Specialist, Stenographer, Legal Services Specialist, Freight Traffic Specialist, Air Cargo Specialist, Courier, Maintenance Analysis Specialist, and Air Operations Specialist.
5	3	Data Processing: Includes electronic accounting machine (EMA) and automatic data processing (ADP) equipment operators and programmers. Examples: Data Systems Helper, Data Processing Machine Operator, Data Systems Analysis and Design Specialist, Management Analyst, and Programming Specialist.
5	4	Accounting, Finance and Disbursing: Includes audit, accounting, and disbursing. Examples: General Accounting Specialist, Auditing Specialist, and Disbursing Accounting Specialist.
5	5	Supply and Logistics: Includes supply accounting, stock control, requisitioning, and related activities. Examples: Inventory Management Specialist, Supply Systems Specialist, Procurement Specialist, and Logistics Specialist.
5	6	Religious, Morale, and Welfare: Includes recreation, morale, and welfare activities. Examples: Chaplain Services Specialist, Special Services Helper, and Recreation Specialist.
5	7	Information and Education: Includes troop and public information. Examples: Education Specialist, Training Specialist, and Information Specialist.

(The rest of the jobs for Work Area 5 will be found on the next page)

Code Number		
Work Area	Job	
		Electrical/Mechanical Equipment Repairmen 6 ELECTRICAL MECHAN
6	0	Aircraft: Includes aircraft powerplants, electrical systems, structural components and surfaces, and related instruments and accessories. Examples: Helicopter Mechanic, Helicopter Power Plants Mechanic, Aircraft Power Plants Mechanic, and Aircraft Electrical Systems Technician.
6	1	Automotive: Includes wheel and track vehicle and component repair, and construction equipment repair. Examples: Automotive Mechanic, Tracked Vehicle Repairman, and Engineer Equipment Mechanic.
6	2	Wire Communications: Includes installation and maintenance of telephones, switchboards, and central office and related interior communications equipment. Examples: Wireman, Cable Systems Technician, Central Office Repairman, and Telephone-Teletype Technician.
6	4	Armament and Munitions: Includes the maintenance and repair of small arms, mines, bombs, and associated mountings, and ammunition renovation. Examples: Infantry Weapons Repairman, Artillery Weapons Repairman, and Ammunition Technician.
6	7	Precision Equipment: Includes maintenance and repair of optical, mechanical and electrical instruments, office machines, and non-electric photographic, dental and topographic equipment. Examples: Optical Instrument Repairman and Office Machine Repairman.

Code Number		
Work Area	Job	Craftsmen 7 CRAFTSMEN
7	0	Metalworking: Includes the machining, shaping and forming of metal and fabrication of metal and fabrication of metal parts. Examples: Metal Worker, Repair Shop Machinist, and Body Repairman.
7	2	Utilities: Includes plumbing, heating, air conditioning, water supply and sanitation, electric wiring, power distribution, and related trades. Examples: Plumber and Water Supply Man, Refrigeration Mechanic, Electrician, and Electrical Equipment Repairman.
7	3	Construction Equipment Operation: Includes construction machines, quarry equipment, and asphalt and concrete equipment operators. Example: Engineer Equipment Operator.
7	4	Lithography (Printing): Includes the making of printing plates, composing, and the operation of offset and letter presses. Example: Lithographer (Printer).
		Service and Supply Handlers 8 SERVICE & SUPPLY
8	0	Food Service: Includes handling, preparation, and serving of food. Examples: Baker and Cook.
8	1	Motor Transport: Includes the operation of wheel and track vehicles and railway equipment for general transport purposes. Example: Motor Vehicle Operator.
8	2	Material Receipt, Storage, and Issue: Includes receiving, storing, and issuing supplies other than ammunition. Examples: Bulk Fuel Man, General Warehouseman, Subsistence Supply Man, Freight Operations Man, and Exchange Man.
8	3	Military Police: Includes all military police activities. Examples: Military Policeman and Corrections Man.
8	4	Personal Service: Includes laundry, dry cleaning, and related services. Example: Laundry Machine Operator.

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13. ABSTRACT

The principal objective was to provide information on recruits' military occupational preferences, match of military assignments to recruits' preferences, and changes that occur in these preferences between service entry and completion of basic training. Questionnaires were administered to recruits from four services just before classification interviewing and eight weeks later after initial military assignment. Small proportions of recruits' first choices were found to coincide with initial assignments in terms of DOD occupational groups. However, over 60% received assignments to DOD occupational areas to which they gave relatively high interest ratings. Perhaps, for this reason, most men expressed satisfaction with their initial assignments. Recruits considered the services did relatively well in getting and using information on aptitudes and educational background, but not so well on getting and using information on preferences and preservice work. Recruits need improved knowledge of the military work areas.

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